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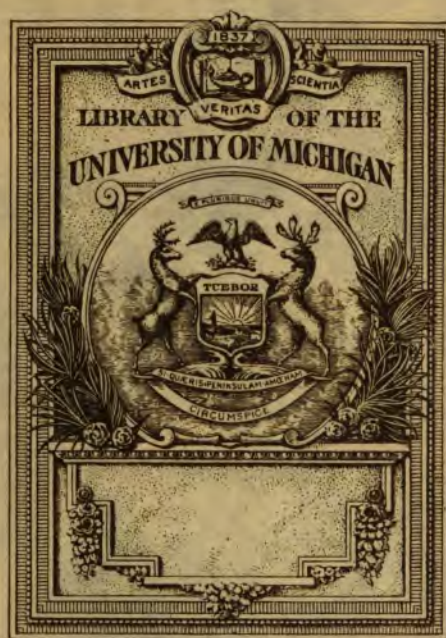
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BUREAU OF LABOR STATISTICS

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WOMEN IN INDUSTRY SERIES: No. 4

HOURS, EARNINGS, AND CONDITIONS OF LABOR
OF WOMEN IN INDIANA MERCANTILE ESTAB-
LISHMENTS AND GARMENT FACTORIES

Wb. and Marie C. W.



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BULLETIN OF THE U. S. BUREAU OF LABOR STATISTICS.

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WASHINGTON.

OCTOBER 16, 1914.

HOURS, EARNINGS, AND CONDITIONS OF LABOR OF WOMEN IN INDIANA MERCANTILE ESTABLISH- MENTS AND GARMENT FACTORIES.

BY MARIE L. OBENAUER AND FRANCES W. VALENTINE.¹

INTRODUCTION.

The United States Bureau of Labor Statistics and the Commission on Industrial Relations undertook this investigation into the conditions of labor surrounding women in Indiana garment factories and department and other retail stores at the invitation of the Indiana Commission on Working Women. The Indiana commission, created by the legislature of 1913, was directed by the law to investigate "the hours and conditions of labor of women in this State and to determine what limitation, if any, should be placed on the hours of labor of women in any or all employments, or what improvement should be made in the conditions under which women labor in any or all employments."

The United States Bureau of Labor Statistics is engaged in making a cumulative record² of the conditions under which women are at work in industry, and the United States Commission on Industrial

¹ In the construction of this report valuable assistance was rendered by Miss Bertha von der Nienburg.

² This Bulletin is in continuation of the series of studies on women in industry, including since 1910 the various volumes of the Report on Condition of Woman and Child Wage Earners in the United States, S. Doc. No. 645, 61st Cong., 2d sess., and especially Wage-Earning Women in Stores and Factories in Boston, Chicago, Minneapolis and St. Paul, New York City, Philadelphia, and St. Louis (printed as Vol. V of the Report on Condition of Woman and Child Wage Earners in the United States, S. Doc. No. 645, 61st Cong., 2d sess.); Bulletin No. 91, Working Hours of Wage-Earning Women in Selected Industries in Chicago; Bulletin No. 96, Working Hours, Earnings, and Duration of Employment of Women Workers in Selected Industries of Maryland and of California; Bulletin No. 116, Hours, Earnings, and Duration of Employment of Wage-Earning Women in Selected Industries in the District of Columbia; Bulletin No. 119, Working Hours of Women in Wisconsin Pea Canneries; Bulletin No. 122, Employment of Women in Power Laundries in Milwaukee.

Relations, being charged by Congress with the duty of making constructive recommendations bearing upon industrial problems, was in need of some further current information concerning the existing basis of fixing wages for women, as well as concerning other factors entering into the problem of women in industry. After a survey of the field it developed that the purposes of both the Commission and the Bureau of Labor Statistics could be served as well by choosing the garment factories and the mercantile establishments in Indiana for study as by making investigations in any other State. The invitation from the Indiana Commission on Working Women was therefore accepted. It is the purpose of the Federal agencies not only to avoid duplication, but to cooperate and supplement the work of other official agencies wherever such cooperation and supplemental work are practicable and desirable.

The principal advantage of cooperation lies in the greater uniformity effected in methods of collecting and classifying data. When a number of kindred investigations in different sections of the country are conducted by several State and Federal agencies, the resulting individual reports may be extremely valuable, but the cumulative effect is lost unless there is sufficient cooperation or similarity of method to insure a comparability of results.

According to the United States census of manufactures of 1910¹ the average number of women employed in Indiana manufacturing establishments was approximately 23,000. This number did not include the women employed in department stores and in other mercantile houses, nor did it include women in domestic service and in clerical and semiprofessional pursuits. According to the figures of the Indiana State factory reports for 1912 there are in the neighborhood of 7,000 women employed in department stores and in other mercantile houses, making altogether about 30,000 women in Indiana industries, exclusive of domestic service and clerical and semiprofessional pursuits. As approximately 6,500 women were reported² employed in the garment trades, it is obvious that about 45 per cent of the 30,000 women in the State's industries are to be found in the two lines of employment chosen for the present investigation.

The cooperative arrangement permitted the Indiana commission to devote its funds to a correspondence investigation of the other 30 industries, which altogether employed approximately 58 per cent of the 30,000 wage-earning women, and likewise to hold public hearings, as the law directed, "in at least 10 cities in the State." All the material collected, both by the Federal agencies and by the Indiana Commission on Working Women, was analyzed and tabulated in Washington as a basis for the public hearings of the Indiana commission.

¹ Vol. IX, p. 307.

² Vol. IX, p. 328.

Aside from avoiding confusing duplication and needless and irritating demands upon the time of employers and employees, the cooperative arrangement was a saving of money, inasmuch as the two Federal agencies and the State agency each secured the material necessary for its purposes at about one-third the cost an independent investigation would have entailed.

SCOPE AND METHOD OF INVESTIGATION.

The studies of the two Indiana industries are presented separately in the following pages, but since wherever possible, corresponding tables are used in both industries, comparison of any specific points may easily be made. Before taking up the discussion of either industry, certain features common to the two investigations should be noted.

In each city studied all large establishments were covered and also a considerable number of the smaller concerns. The retail stores include not only the large department stores, but "ready-to-wear" stores, dry-goods stores, specialty stores, general stores, 5 and 10 cent stores, and confectionery stores. As the law creating the Indiana commission called for hearings to be held in at least 10 cities in the State, it seemed wisest to cover in the investigation the 10 cities where the hearings were to be held. The five largest cities in the State were selected, and in addition five of the secondary cities. These latter were chosen partly according to location, so that all parts of the State should be included, and partly with regard to the number of establishments of the selected industries located in these cities. The cities finally selected were Indianapolis, Muncie, Richmond, South Bend, Hammond, La Fayette, Terre Haute, Evansville, Fort Wayne, and New Albany.

The information sought was gathered from two sources, the employers and the individual employees. There was certain information dealing with the industry or establishments as a whole, which could be supplied only by the employers, and certain personal information concerning individual employees, which could be supplied only by the individuals themselves or their immediate family. The greater part of the desired information, namely, the data as to seasons, hours, overtime, occupations, and earnings, could be and was obtained from both employers and employees. This information was obtained from the employers by personal interviews with the head of the establishment or some one delegated by him; the data as to rate of pay were taken from the pay roll for a specified week in the year, and use was made of any other records of the establishment bearing on the information desired. The information sought from the individual employee was obtained

by personal interview with the employee or some member of her family at her home. This information, in addition to that mentioned above, covered such questions as nationality, age, conjugal condition, experience, and employment and earnings, including earnings in industries other than the specified industry.

The following summary gives the number of establishments and individuals scheduled in each industry:

TABLE 1.—NUMBER OF ESTABLISHMENTS COVERED IN THE INVESTIGATION AND NUMBER OF WOMEN EMPLOYEES FURNISHING INDIVIDUAL INFORMATION.

Industries.	Number of establishments covered in the investigation.	Number of women usually employed.	Number of women furnishing individual information.
Department and other retail stores.....	140	5,424	71
Garment factories.....	67	6,561	51
Total.....	207	11,985	1,22

WOMEN EMPLOYED IN DEPARTMENT AND OTHER RETAIL STORES.

Complete schedules were taken in 10 cities from 140 mercantile establishments, employing normally in the selling and alteration departments 5,424 women and girls. Individual information was secured in 6 cities from 711 women at work in 92 of these establishments which, altogether, employed nearly 4,600 women.

The following table shows the number of male and female employees and the distribution, by cities, of establishments covered in the investigation and the number of individuals from whom information was secured:

TABLE 2.—NUMBER OF DEPARTMENT AND OTHER RETAIL STORES SCHEDULED EMPLOYEES IN SELLING AND ALTERATION DEPARTMENTS, AND NUMBER OF WOMEN SCHEDULED.

Cities.	Es- tab- lish- ments sched- uled.	Employees in selling department.				Employees in altera- tion department.				Employees in selling and alter- ation depart- ments.				Women scheduled.	
		Male. ¹	Female.		To- tal.	Male 16 yrs. and over.	Female.		To- tal.	To- tal.	Female.		Num- ber.	Per cent of wo- men employ- ed.	
			Un- der 16 yrs.	16 yrs. and over.			Un- der 16 yrs.	16 yrs. and over.			Num- ber.	Per cent of to- tal.			
Indianapolis..	28	665	100	1,720	2,485	31	3	356	390	2,875	2,179	75.8	331	15.1	
Terre Haute..	13	181	32	640	853	.....	.....	88	88	941	760	80.8	104	13.7
Evansville....	22	139	6	444	589	1	.....	51	52	641	501	78.2	129	25.7
Fort Wayne...	14	138	5	372	515	.....	1	56	57	572	434	75.9	58	13.4
South Bend...	15	90	11	391	492	4	.....	60	64	556	462	83.1	63	13.0
Muncie.....	13	63	3	261	327	.....	.....	19	19	346	283	81.8	.....	.....
Hammond....	4	103	3	227	333	2	.....	9	11	344	239	69.5	.....	.....
La Fayette...	8	62	.....	240	302	.....	.....	35	35	337	275	81.6	26	9.5
Richmond...	14	23	.....	157	180	.....	.....	23	23	203	180	88.7	.....	.....
New Albany..	9	27	.....	102	129	.....	.....	9	9	138	111	80.4	.....	.....
Total ..	140	1,491	160	4,554	6,205	38	4	706	748	6,953	5,424	78.0	711	13.1	

¹ Including 67 boys under 16 years of age.

² Seven firms employ extra women on Saturday.

³ Four firms employ extra women on Saturday.

⁴ Two firms employ extra women on Saturday.

AGE, MANNER OF LIVING, AND CONJUGAL CONDITION.

The average age of the women furnishing individual information in the stores was 24.8 years. The women in the workrooms had the highest average age—31.5 years. The saleswomen averaged 25.6 years and the cash girls, wrappers, etc., 15.4 years. One-fifth of the women in the stores were girls under 18 years of age, and 42 per cent were under 22 years of age. The most common ages reported were 18, 19, and 20, almost equal numbers being reported for these ages.

The two tables following show, first, the average age of the women in the different occupations, by cities, and, second, the number and per cent of women at specified ages.

TABLE 3.—AVERAGE AGE OF WOMEN FURNISHING INDIVIDUAL INFORMATION IN SPECIFIED OCCUPATIONS IN DEPARTMENT AND OTHER RETAIL STORES.

Cities.	Cash girls, bundle wrappers, inspectors, and stock girls.		Saleswomen.		Alteration and millinery hands.		Other employees.		Office employees.		Total.	
	Num-ber.	Aver-age age.	Num-ber.	Aver-age age.	Num-ber.	Aver-age age.	Num-ber.	Aver-age age.	Num-ber.	Aver-age age.	Num-ber.	Aver-age age.
Indianapolis...	51	15.3	¹ 205	26.7	² 21	28.8	7	26.4	43	21.9	³ 327	23.6
Terre Haute....	4	15.1	⁴ 79	25.7	12	36.1	2	22.5	6	26.3	⁴ 103	26.4
Evansville.....	6	16.8	⁵ 93	25.3	16	29.2			13	22.9	⁵ 128	25.1
Fort Wayne.....			52	27.9	3	30.3			3	29.3	58	28.1
South Bend.....	4	15.2	⁶ 39	25.1	8	31.4	1	18.0	9	25.9	⁶ 62	25.3
La Fayette.....			22	23.0	2	38.0			2	21.5	26	24.0
Total.....	65	15.4	⁵ 490	25.6	² 62	31.5	10	24.8	76	23.2	⁶ 704	24.8

¹ Not including 2 who did not report as to age and 1 who did not report exact age.

² Not including 1 who did not report exact age.

³ Not including 2 who did not report as to age and 2 who did not report exact age.

⁴ Not including 1 who did not report as to age.

⁵ Not including 3 who did not report as to age and 3 who did not report exact age.

⁶ Not including 3 who did not report as to age and 4 who did not report exact age.

TABLE 4.—CLASSIFIED AGES OF WOMEN FURNISHING INDIVIDUAL INFORMATION EMPLOYED IN DEPARTMENT AND OTHER RETAIL STORES.

Age groups.	Women in each age group.	
	Number.	Per cent.
14 and under 16 years.....	50	7.0
16 and under 18 years.....	94	13.2
18 and under 22 years.....	155	21.8
22 and under 25 years.....	97	13.7
25 and under 30 years.....	120	16.9
30 and under 40 years.....	130	18.3
40 and under 50 years.....	52	7.3
50 and under 60 years.....	7	1.0
60 years and over.....	3	.4
Age not reported.....	3	.4
Total.....	711	100.0

Of the 711 women visited, 575, or 81 per cent, were living at home; that is, with their parents. In the majority of cases these women

had only a share in the maintenance of the family, but in some instances the greater part of the burden rested on them. As this investigation did not go into the expenditure of earnings or income, no definite figures can be given on these points. Forty, or 5.6 per cent, of the women were living with relatives. Fifty-nine, or 8.3 per cent, were living on their own resources entirely; they are included in the following table in the group "Boarding and lodging." The remainder, 5.1 per cent, were keeping house in their own homes. Many of these were the sole providers for the family, some had the help of children, some the intermittent help of husbands, and some worked only when the family found itself in need of additional income to tide over some emergency. Only a few had husbands working regularly. The manner of living of the women who were interviewed in each of the six cities is shown in the following table:

TABLE 5.—LIVING CONDITIONS OF WOMEN FURNISHING INDIVIDUAL INFORMATION EMPLOYED IN DEPARTMENT AND OTHER RETAIL STORES.

Cities.	Number of women living as follows—				
	At home.	With relatives.	Boarding and lodging.	Keeping house.	Total.
Indianapolis.....	256	22	32	21	331
Terre Haute.....	89	5	6	4	104
Evansville.....	115	4	8	2	129
Fort Wayne.....	46	1	17	4	58
South Bend.....	45	7	5	5	¹ 62
La Fayette.....	24	1	1	.....	26
Total:					
Number.....	575	40	59	36	¹ 710
Per cent.....	81.0	5.6	8.3	5.1	100.0

¹ Including 5 getting own meals in lodgings.

² Not including 1 not reporting.

It has been shown that 20.2 per cent of the total number of women furnishing personal data were 14 to and under 18 years of age. These girls under 18 years were all unmarried. Of the women 18 years of age and over, 99, or over one-sixth, were or had been married, but of these 99 women nearly three-fifths were widowed, separated, or divorced. At the time of the investigation the married woman whose husband was regularly employed had practically no place as a steady worker in the stores. Whether or not this showing would be borne out by returns from the whole number of women employees can not, of course, be stated. The facts as to conjugal condition for the 711 women interviewed are shown by cities in the following table:

TABLE 6.—CONJUGAL CONDITION OF WOMEN FURNISHING INDIVIDUAL INFORMATION IN DEPARTMENT AND OTHER RETAIL STORES.

Cities.	Single.		Married.		Widowed.		Divorced or separated.		Total.	
	Num-ber.	Per cent.	Num-ber.	Per cent.	Num-ber.	Per cent.	Num-ber.	Per cent.	Num-ber.	Per cent.
Indianapolis.....	277	83.7	25	7.6	14	4.2	15	4.5	331	100.0
Terre Haute.....	91	87.5	4	3.9	5	4.8	4	3.8	104	100.0
Evansville.....	117	90.7	4	3.1	6	4.7	2	1.5	129	100.0
Fort Wayne.....	46	79.3	4	6.9	7	12.1	1	1.7	58	100.6
South Bend.....	55	87.3	4	6.3	3	4.8	1	1.6	63	100.6
La Fayette.....	26	100.0							26	100.0
Total.....	612	86.1	41	5.8	35	4.9	23	3.2	711	100.0

WORKING HOURS AS REPORTED BY EMPLOYERS.

To determine which part of a working schedule is properly designated as "overtime" and which "regular working hours" presents more of a problem than at first appears. For example, a firm operates during its normal season for 9 hours a day. During a slack season its working schedule is 8 hours a day, and during the busy season it is 10 hours a day. The first conclusion concerning such schedule would seem to be that the hours during the moderate run of business should be regarded as standard or "normal," the 10-hour day being reported as an overtime schedule and the 8-hour day a slack schedule. But such a conclusion proves to be faulty upon a more careful study. Leaving aside the fact that under such a policy the working schedule adopted as "standard" would in many cases be in force for only a few weeks in the year, a question of fairness is raised by this principle of classification. In the case just cited the firm would be reported as working its force "overtime" for a certain per cent of the year. Another firm whose schedule was 10 or more hours a day throughout the year would be reported as having no overtime, though the force was really working longer hours.

Of course the working hours are neither extended nor shortened by naming them "overtime" or "regular," but the importance of devising a consistent and intelligible method of reporting "overtime" lies primarily in the question of whether employees were paid for overtime or extra hours and secondarily in the more or less critical attitude of the public toward overtime work.

The policy pursued in this investigation, both in the mercantile establishments and garment factories, has been to record the "regular working hours" for each season of the year, reporting separately as "overtime" for each season the hours worked in addition to such regular hours. Using the case cited as an illustration, the regular hours of the normal season would be reported as 9; 8 hours would be reported as the regular hours of the slack season, and 10 hours

would be recorded as the regular working schedule for the busy season. From the duration of each season are excluded the weeks in which hours in addition to the regular schedule were worked, such weeks being reported separately as overtime weeks. This policy gives full recognition to the regularly recurring seasonal changes, reveals the demand regularly made upon the workers in the various seasons, and reserves for the designation of "overtime" such working hours as are in excess of these regular hours. While this principle of classification is fairer, it does not entirely eliminate objectionable features. It does recognize the regularly recurring fluctuations of working hours with fairness to all establishments, but the firm working short hours is still recorded as working overtime if working in excess of these regular hours, even though such hours are less than the regular hours of another firm.

The method presented fewer difficulties in securing schedules from employers than when the same information was sought from individuals. The employer reported the prevailing hours for the whole establishment. The individual reported only the hours actually worked by herself. Consequently her reports as to seasons, especially in the stores where conditions vary with departments, would not necessarily be comparable with those of the employer. Obviously, also, it was difficult for a woman, particularly if she had been at work in an establishment a comparatively short time, to say what was a "regular schedule" and what were exceptional working hours.

The discrepancies between the proportion of overtime reported by employers and individuals in the accompanying table are easily explicable and are no indication of misrepresentation on either side. It should be said also that the discrepancy is rather a matter of terminology than of actual working hours.

Employers were asked to include under "busy season" any period during which the normal hours were lengthened, the force increased, or the tension of work heightened; and to include under normal and dull seasons periods marked by corresponding changes. They were asked to report, in addition to these normal, dull, and busy seasons, all overtime periods. A separate table has been made of the overtime occurring before Christmas and the overtime occurring at other periods throughout the year. The following tables give the employers' reports for the various seasons. It should be kept in mind that the normal, dull, and busy seasons as shown in these tables are exclusive of all overtime and that the overtime periods are reported separately.

Although the number of women in these tables include those employed in the selling department only, the hours, except as noted, apply also to the office force. The hours for the workroom force are practically the same, but the seasons and overtime vary somewhat

from those of the selling department, and a separate table has therefore been made. In the matter of numbers of women affected, the hours for the selling departments are by far the most important, as over 70 per cent of the women are there employed, either as saleswomen, cash girls, inspectors, or bundle wrappers.

The following tables take up the subject of seasons, working hours, and overtime as reported by the employers, and will be followed by the information from individuals on the same subject.

NORMAL SEASON.

The following table shows—

1. That 138, or 98.6 per cent, of the 140 stores¹ reported a normal season which averaged $29\frac{1}{2}$ weeks in duration and affected 4,702, or 99.7 per cent, of the prevailing number of women employed in the selling departments.

2. That the average weekly hours during this period were $55\frac{1}{2}$, daily hours $8\frac{1}{2}$, with a long day of $11\frac{1}{2}$ hours. There were two cities reporting average weekly hours of 57 and a fraction, and one reporting $58\frac{1}{2}$.

3. That the longest weekly hours reported by any establishment during this season were 63 and the shortest 48.

4. That slightly over one-fourth of the establishments, employing 48.5 per cent of the women, reported average weekly hours of under 55; that 70.3 per cent of the establishments, employing 50.7 per cent of the women affected by the normal season, reported average weekly hours of 55 and under 60. Only $1\frac{1}{2}$ per cent of the establishments, employing 0.5 per cent of the women, reported a 48-hour week; and only 3.6 per cent, employing 0.8 per cent of the women, reported weekly hours of 60 or over.

The most striking feature of the hours in the Indiana stores, aside from the holiday-season work, was the long Saturday. Indianapolis was a marked exception to the other cities in this particular. In the spring of 1913 some of the largest department stores gave up the Saturday night work and almost all the stores, including the 5 and 10 cent stores, followed the example. Some of the establishments, however, deferred making this change until 1914. La Fayette followed close in the wake of Indianapolis in the matter of early Saturday closing. In New Albany there are still long working hours on Monday and on Saturday. In South Bend the long Thursday was eliminated in May of 1913.

¹ Two small establishments, selling ladies' coats and suits, reported the entire year as either busy or dull.

TABLE 7.—WORKING HOURS IN THE NORMAL SEASON IN THE SELLING DEPARTMENT OF DEPARTMENT AND OTHER RETAIL STORES IN 10 CITIES, AS REPORTED BY EMPLOYERS.

[The laws of Indiana limit the hours of children to 48 per week and 8 per day, unless the consent of the parents is secured. In that part of the table which gives the per cent reporting average weekly hours 37 girls who were working in establishments reporting prevailing hours of more than 48 have been excluded. Hours shown in this table do not include overtime.]

Cities.	Establishments scheduled.	Prevailing number of women employed.	Establishments reporting normal season.		Women affected.		Average duration in weeks.	Average hours. ¹			
			Number.	Per cent.	Number.	Per cent.		Hours per week.	Prevailing daily hours.	Long day.	Short day.
Indianapolis.....	28	1,820	28	100.0	1,820	100.0	27	53½	8½	11½	6½
Terre Haute.....	13	672	12	92.3	666	99.1	32½	55½	8½	11½	.....
Evansville.....	22	450	22	100.0	450	100.0	35	57½	9	12	5
Fort Wayne.....	14	377	14	100.0	377	100.0	27½	55½	8½	11½	.....
South Bend.....	15	402	15	100.0	402	100.0	27½	55	8½	11½	.....
Muncie.....	13	264	13	100.0	264	100.0	27½	56½	9	11½	.....
Hammond.....	4	230	4	100.0	230	100.0	31½	58½	9	11½	.....
La Fayette.....	8	240	7	87.5	234	97.5	27½	56½	9	11½	.....
Richmond.....	14	157	14	100.0	157	100.0	28½	56½	8½	11½	.....
New Albany.....	9	102	9	100.0	102	100.0	37	57½	8½	11½	.....
Total.....	140	4,714	138	98.6	4,702	99.7	29½	55½	8½	11½	6

Cities.	Per cent reporting average weekly hours of—							
	48.		Over 48 and under 55.		55 and under 60.		60 to 63.	
	Establishments.	Women affected.	Establishments.	Women affected.	Establishments.	Women affected.	Establishments.	Women affected.
Indianapolis.....	3.6	1.1	67.8	83.3	28.6	15.6	.....	.....
Terre Haute.....	.....	.....	33.3	67.9	58.4	31.6	8.3	0.5
Evansville.....	.....	.....	4.5	2	86.4	95.1	9.1	4.7
Fort Wayne.....	.....	.....	7.1	2.7	92.9	97.3	.....	.....
South Bend.....	6.7	.3	20.9	31.8	73.3	67.9	.....	.....
Muncie.....	.....	.....	7.7	42.7	92.3	57.3	.....	.....
Hammond.....	.....	.....	.....	.....	100.0	100.0	.....	.....
La Fayette.....	.....	.....	.....	.....	100.0	100.0	.....	.....
Richmond.....	.....	.....	28.6	23.5	57.1	66.9	14.3	9.6
New Albany.....	.....	.....	11.1	2.0	88.9	98.0	.....	.....
Total.....	1.5	.5	24.6	48.0	70.3	50.7	3.6	.8

¹ The hours of the office force are practically the same as those of the selling department.

DULL SEASON.

The table below shows—

1. That 124, or 88.6 per cent, of the establishments reported a dull season averaging 15½ weeks and affecting 86.7 per cent of the prevailing number of women employed.

2. That the weekly hours averaged 54½, daily hours 8½, with a long day of 11½ hours. The greatest reduction from the hours of the normal season, amounting only to about 2½ per week, occurred in Indianapolis.

3. That the longest weekly hours reported were 63 and the shortest 44.

4. That 4 per cent of the establishments reporting dull season, affecting 8.2 per cent of the women, report weekly hours of 48 or under; that 42.8 per cent of employers, representing 60.8 per cent of the women, report hours of over 48 and under 55 a week. Fifty per cent of the establishments, employing 30.3 per cent of all the women at work during this season, still report weekly hours of 55 and under 60. The per cent reporting 60 hours or more still remains approximately 3. In Indianapolis the custom of giving one short day and a shortened schedule for the week during the summer months was found in a number of stores, but this custom was rare in the other cities.

TABLE 8.—WORKING HOURS IN THE DULL SEASON IN THE SELLING DEPARTMENT OF DEPARTMENT AND OTHER RETAIL STORES IN 10 CITIES, AS REPORTED BY EMPLOYERS.

[The laws of Indiana limit the hours of children to 48 per week and 8 per day, unless the consent of the parents is secured. In that part of the table which gives the per cent reporting average weekly hours, 26 girls who were working in establishments reporting prevailing hours of more than 48 have been excluded. Hours shown in this table do not include overtime.]

Cities.	Establishments reporting dull season.		Women affected.		Average duration in weeks.	Average hours.			
	Number.	Per cent.	Number.	Per cent. ¹		Hours per week.	Prevailing daily hours.	Long day.	Short day.
Indianapolis.....	26	92.9	1,715	94.2	15½	51½	8½	11	5
Terre Haute.....	11	84.6	545	81.1	14½	55½	8½	11½	.....
Evansville.....	17	77.3	343	76.2	13	56½	9	12	4½
Fort Wayne.....	14	100.0	369	97.9	16½	54½	8½	11½	.....
South Bend.....	14	93.3	342	85.1	15½	54½	8½	11½	6½
Muncie.....	11	84.6	239	90.5	13½	56½	9	11½	.....
Hammond.....	3	75.0	53	23.0	12½	59½	9	12½	.....
La Fayette.....	8	100.0	230	95.8	20	55	8½	11½	.....
Richmond.....	13	92.9	154	98.1	15½	56½	8½	11½	.....
New Albany.....	7	77.8	97	95.1	13½	57½	8½	11½	.....
Total.....	124	88.6	4,087	86.7	15½	54½	8½	11½	6

Cities.	Per cent reporting average weekly hours of—							
	44 to 48.		Over 48 and under 55.		55 and under 60.		60 to 63.	
	Establishments.	Women affected.	Establishments.	Women affected.	Establishments.	Women affected.	Establishments.	Women affected.
Indianapolis.....	15.4	19.5	73.1	63.5	11.5	17.0	.....	.....
Terre Haute.....	.....	.....	45.5	81.5	45.5	18.0	9.0	0.5
Evansville.....	.....	.....	29.4	37.1	64.7	59.0	5.9	3.9
Fort Wayne.....	.....	.....	64.3	81.8	35.7	18.2	.....	.....
South Bend.....	7.1	3	42.9	88.9	50.0	10.8	.....	.....
Muncie.....	.....	.....	9.1	43.1	90.9	56.9	.....	.....
Hammond.....	.....	.....	.....	.....	100.0	100.0	.....	.....
La Fayette.....	.....	.....	37.5	33.5	62.5	66.5	.....	.....
Richmond.....	.....	.....	30.8	24.0	53.8	66.9	15.4	9.1
New Albany.....	.....	.....	14.3	1.0	85.7	99.0	.....	.....
Total.....	4.0	8.2	42.8	60.8	50.0	30.3	3.2	.7

¹ Based on prevailing number employed.

BUSY SEASON.

There were some establishments which reported no busy season except a week or 10 days before Christmas, during which period overtime was continuous. Such periods have been tabulated as period of "overtime before Christmas" rather than as "busy season," and are therefore excluded from Table 9. Establishments which reported a busy season, for example, for six weeks before Christmas, including overtime for one week before Christmas, would be tabulated as having five weeks of busy season and one week of overtime.

The busy season as reported in Table 9 represents for almost all establishments the weeks preceding Christmas, exclusive of overtime, and for many establishments a period in the spring or fall. Over 75 per cent of the establishments reported a busy season and reported additional women employed, so that the number employed in the busy season in 107 establishments and affected by the working hours of the busy season represented an increase of 14.6 per cent over the usual number employed in the 140 establishments, while if only the 107 establishments were considered the increase in per cent would be 28.9. It should be added here that of the 33 establishments not reporting a busy season, 29, employing usually 483 women, reported overtime before Christmas, during which period 650 women were employed, and 1, employing usually 13 women, reported overtime occurring in the normal season and affecting 10 women. Only 3 establishments, employing usually 31 women, reported no busy season and no overtime.

The following table shows—

1. That 76.4 per cent of the establishments, affecting 5,396 women, reported a busy season averaging $8\frac{1}{2}$ weeks, which it must be remembered is exclusive of any overtime periods. This average is considerably shorter than either the normal or the dull season.

2. That the average weekly hours were $55\frac{3}{4}$ during the busy period—practically the same as during the normal period. The significance of this lies in the fact that the demands of the season were not met on the whole by a lengthening of the hours, but by an increase of force to the extent of nearly 15 per cent in excess of the number usually employed. There probably was also a higher tension in the activity. The fact that the average hours of the busy season are 10 minutes a week under those in the normal season does not mean that firms reporting normal and busy seasons shortened the hours during the busy period, but only that among the firms reporting such seasons were those whose working-hour schedules throughout the year were shorter than those of a number of firms who reported no busy season but worked longer hours in their normal seasons. Table 10, which shows the hours for each season by establishments reporting specified seasons, will perhaps serve to make this situation plain.

3. That the maximum weekly hours were 64½ and the minimum weekly hours 48.

4. That of the establishments reporting busy season 29.9 per cent, employing 54.5 per cent of the women, reported weekly hours of more than 48 and under 55. Sixty-five and four-tenths per cent of the establishments, employing 45 per cent of the women, reported weekly hours of 55 to 59 and a fraction, and 3.8 per cent of the establishments, employing 0.5 per cent of the women, reported weekly hours of 60 or over.

TABLE 9.—WORKING HOURS IN THE BUSY SEASON IN THE SELLING DEPARTMENTS OF DEPARTMENT AND OTHER RETAIL STORES IN 10 CITIES, AS REPORTED BY EMPLOYERS.

[The laws of Indiana limit the hours of children to 48 per week and 8 per day, unless the consent of the parents is secured. In that part of the table which gives the per cent reporting average weekly hours, 33 girls who were working in establishments reporting hours of more than 48 hours have been excluded. Hours shown in this table do not include overtime.]

Cities.	Establishments reporting busy season.		Women affected.		Average duration in weeks.	Average hours per week.
	Number.	Per cent.	Number.	Per cent. ¹		
Indianapolis.....	26	92.9	2,474	135.9	9½	54
Terre Haute.....	12	92.3	784	116.7	5½	56½
Evansville.....	8	36.4	279	62.0	11½	56½
Fort Wayne.....	11	78.6	413	109.6	7½	55½
South Bend.....	12	80.0	292	72.6	10	54½
Muncie.....	11	84.6	320	121.2	11½	56½
Hammond.....	3	75.0	237	103.0	1½	58½
La Fayette.....	7	87.5	282	117.5	7½	56½
Richmond.....	12	85.7	225	143.3	8½	56½
New Albany.....	5	55.6	90	88.2	3½	57½
Total.....	107	76.4	5,396	114.6	8½	55½

Cities.	Per cent reporting average weekly hours of—							
	48		Over 48 and under 55.		55 and under 60.		60 to 64½.	
	Estab-lish-ments.	Women affected.	Estab-lish-ments.	Women affected.	Estab-lish-ments.	Women affected.	Estab-lish-ments.	Women affected.
Indianapolis.....			73.1	84.1	26.9	15.9		
Terre Haute.....			41.7	69.4	41.7	29.7	16.6	0.9
Evansville.....			12.5	.4	87.5	99.6		
Fort Wayne.....			9.1	2.9	90.9	97.1		
South Bend.....	8.3	0.3	25.0	55.1	66.7	44.6		
Muncie.....			9.1	39.7	90.9	60.3		
Hammond.....					100.0	100.0		
La Fayette.....					100.0	100.0		
Richmond.....			16.7	6.2	66.6	85.3	16.7	8.5
New Albany.....					100.0	100.0		
Total.....	9.0	(*)	29.9	54.5	65.4	45.0	3.8	.5

¹ Based on prevailing number employed.

² Less than one-tenth of 1 per cent.

TABLE 10.—AVERAGE WEEKLY HOURS, BY SEASONS, IN DEPARTMENT AND OTHER RETAIL STORES REPORTING SPECIFIED SEASONS.

Seasons.	Average weekly hours in establishments reporting				
	Normal season only.	Normal and dull season only.	Normal and busy season only.	Normal, dull, and and busy season.	Dull and busy season only.
Busy season.....			55.9	55.7	
Normal season.....	56.4	56.8	55.9	55.6	
Dull season.....		56.1		54.5	

OVERTIME PERIODS.

As has been previously explained, the number of weeks as given in the preceding tables do not include any periods of overtime. Such periods are taken up in the following tables. Since the most conspicuous overtime in retail stores is that occurring before Christmas, a separate table has been made for overtime occurring before Christmas and overtime occurring at other times during the year. The method used in determining what should be called overtime has already been explained.¹

OVERTIME BEFORE CHRISTMAS.—Overtime before Christmas was reported by 83.5 per cent of the establishments, affecting 69.6 per cent of all women employed in the Christmas season. Indianapolis was the only city where less than 92 per cent of the establishments reported overtime. In Indianapolis only 35.7 per cent reported overtime and it affected but 26.9 per cent of the women employed in all Indianapolis establishments before Christmas. The average duration of the overtime was one week, the range for each city extending from one-half to one and three-fifths weeks.

As would be expected, the weekly hours show a decided increase the average for the week before Christmas being 66½ hours, with the prevailing day of 11½ hours and a long day averaging 11¼ hours. A short day averaging 9¼ hours was also reported, but did not affect a large number of the establishments. The shortest hours reported were 57 and the longest 82½. The largest per cent of establishments, 38.8 per cent, reported hours of from 65 to 69 and a fraction, affecting 36.3 per cent of the women. Over 23 per cent of the establishments, affecting 16.1 per cent of the women, reported working hours of from 70 to 82½. It is these long hours which make the days before Christmas a period of unusual strain on the women who work in the stores. It should be remembered that the strain involved in the overtime period before Christmas comes as a climax to weeks of high tension work, for November and December are generally periods of brisk activity in retail mercantile business. Indianapolis was the only city where any real progress had been made toward a more moderate schedule of

¹ See p. 11.

hours. Many employers in other cities expressed their willingness to give up night work "provided the other stores did."

The facts as to working hours during the period immediately preceding Christmas are shown for each city in the following table:

TABLE 11.—OVERTIME WORKING HOURS DURING CHRISTMAS SEASON IN THE SELLING DEPARTMENT OF DEPARTMENT AND OTHER RETAIL STORES IN 10 CITIES, AS REPORTED BY EMPLOYEES.

Cities.	Establishments operating during Christmas season.	Women employed during Christmas season.	Establishments reporting overtime.		Women affected.		Average duration, weeks.	Average hours week before Christmas.			
			Number.	Per cent.	Number.	Per cent. ¹		Hours per week.	Prevailing daily hours.	Long day.	Short day.
Indianapolis.....	28	2,488	10	35.7	669	26.9	$\frac{4}{2}$	65½	11	12	9
Terre Haute.....	13	796	13	100.0	796	100.0	$\frac{3}{2}$	64½	11½	12½	8½
Evansville.....	22	592	21	95.5	559	93.9	1½	71½	12	12	10½
Fort Wayne.....	13	474	12	92.3	439	92.6	1½	66½	11	11½	9½
South Bend.....	15	493	14	93.3	492	99.8	1½	63	10½	11½	8½
Muncie.....	13	371	12	92.3	358	96.5	$\frac{1}{2}$	65½	11½	12	9
Hammond.....	4	327	4	100.0	327	100.0	$\frac{1}{2}$	66½	11	12½	.....
La Fayette.....	8	312	8	100.0	312	100.0	$\frac{1}{2}$	65½	10½	11½	10½
Richmond.....	14	254	13	92.9	253	99.6	$\frac{1}{2}$	68½	11½	12½	9
New Albany.....	9	153	9	100.0	150	98.0	$\frac{1}{2}$	63½	10½	11½	8½
Total.....	139	6,260	116	83.5	4,355	69.6	1	66½	11½	11½	9½

Per cent reporting weekly hours of—

Cities.	57 and under 60.		60 and under 65.		65 and under 70.		70 and under 75.		75 to 82½.	
	Establishments.	Women affected.	Establishments.	Women affected.	Establishments.	Women affected.	Establishments.	Women affected.	Establishments.	Women affected.
Indianapolis.....	10.0	1.3	50.0	82.4	30.0	14.5	.....	.....	10.0	1.8
Terre Haute.....	15.4	29.5	30.8	43.5	53.8	27.0	.....	.....	.....	.....
Evansville.....	.....	.....	4.8	0.2	14.3	26.8	61.9	65.7	19.0	7.3
Fort Wayne.....	8.3	1.1	25.0	4.8	41.7	77.2	25.0	16.9	.....	.....
South Bend.....	14.3	35.2	42.8	42.3	42.9	22.5	.....	.....	.....	.....
Muncie.....	.....	.....	41.6	58.1	41.7	20.7	16.7	21.2	.....	.....
Hammond.....	.....	.....	.....	.....	100.0	100.0	.....	.....	.....	.....
La Fayette.....	12.5	15.4	25.0	27.6	62.5	57.0	.....	.....	.....	.....
Richmond.....	.....	.....	15.4	5.5	53.8	36.0	30.8	58.5	.....	.....
New Albany.....	.....	.....	100.0	100.0	.....	.....	.....	.....	.....	.....
Total.....	6.0	10.8	31.9	36.4	38.8	36.3	18.9	15.3	4.4	1.2

¹ Based on number employed during Christmas season.

² One establishment went out of business, Nov. 30, 1913.

OVERTIME OTHER THAN BEFORE CHRISTMAS.—The table below shows—

1. That 32.9 per cent of the establishments, affecting 18 per cent of the women, reported overtime averaging 2½ weeks. This overtime was required principally for stock taking and for preparation for special sales.

2. That the average weekly hours during this overtime period were 58½, the prevailing daily hours 9½, the long day 11½ hours, and the short day 8½ hours.

3. That the maximum weekly hours for any establishment were 69 and the minimum 45½.

4. That 47.8 per cent of the stores reporting overtime, affecting 65.3 per cent of the women, reported weekly hours from 55 to 59 and a fraction. Thirty and four-tenths per cent of the establishments reporting overtime, affecting 20.5 per cent of the women, reported hours of 60 and under 65 per week.

TABLE 12.—OVERTIME HOURS, OTHER THAN BEFORE CHRISTMAS IN THE SELLING DEPARTMENT OF DEPARTMENT AND OTHER RETAIL STORES IN 10 CITIES, AS REPORTED BY EMPLOYEES.

Cities.	Establishments reporting overtime in normal and dull seasons.		Women affected.		Average duration in weeks.	Average hours.				Maximum weekly hours.	Minimum weekly hours.
	Number.	Per cent.	Number.	Per cent. ¹		Hours per week.	Prevailing daily hours.	Long day.	Short day.		
Indianapolis.....	15	53.6	425	23.4	2½	57	9½	11½	7½	69	45½
Terre Haute.....	8	61.5	174	25.9	6½	58½	9	11½	8½	69	3
Evansville.....	8	36.4	83	18.4	1½	60½	9½	12	9½	65	57½
Fort Wayne.....	1	7.1	3	.8	1	59½	10½	11	8½	59½	39½
South Bend.....	1	6.7	17	4.2	3	55½	8½	11½	.....	57½	34½
Muncie.....	4	30.8	49	18.6	1	58½	9	12	.....	59	39½
Hammond.....											
La Fayette.....	2	25.0	15	6.3	1	60½	9	11½	.....	60½	60½
Richmond.....	5	35.7	59	37.6	1	58½	8½	12	.....	60	51½
New Albany.....	2	22.2	22	21.6	3½	60	8½	12½	.....	61	59
Total.....	46	32.9	847	18.0	2½	58½	9½	11½	8½	69	45½

Cities.	Per cent reporting average weekly hours of—							
	49 and under 55.		55 and under 60.		60 and under 65.		65 to 66.	
	Establishments.	Women affected.	Establishments.	Women affected.	Establishments.	Women affected.	Establishments.	Women affected.
Indianapolis.....	33.3	11.3	46.7	77.9	13.3	7.3	6.7	3.6
Terre Haute.....	62.5	54.0	37.5	46.0	.....	.....
Evansville.....	25.0	39.7	62.5	41.0	.....	.....
Fort Wayne.....	100.0	100.0	.....	.....	.....	.....
South Bend.....	100.0	100.0	.....	.....	.....	.....
Muncie.....	50.0	44.9	.....	.....	.....	.....
Hammond.....
La Fayette.....	100.0	100.0	.....	.....
Richmond.....	60.0	72.9	20.0	3.4	.....	.....
New Albany.....	50.0	45.5	50.0	54.5	.....	.....
Total.....	10.9	5.7	47.8	65.3	30.4	20.5	2.2	1.4

¹ Based on prevailing number employed.

PAY FOR OVERTIME.

Closely connected with the discussion of overtime in mercantile establishments, where the prevailing method of payment is a weekly rate, is the question of overtime pay.

Of the 124 establishments reporting some overtime, only 19, or 13.6 per cent, paid their saleswomen for the additional hours of work. Eight others paid regular rate, rate and a half, or double rate for extra work in the alteration departments. Twenty-two establishments gave the girls Christmas presents of money or merchandise; some of these firms also paid for the overtime work.

The number of stores working overtime and the practice as to payment for overtime hours as reported by the employer are shown for each city in the following table:

TABLE 13.—NUMBER AND PER CENT OF DEPARTMENT AND OTHER RETAIL STORES WORKING OVERTIME AND PAYING FOR OVERTIME IN 10 CITIES, AS REPORTED BY EMPLOYERS.

Cities.	Establishments scheduled.	Establishments reporting overtime.		Establishments paying for overtime.		Overtime before Christmas.		Establishments giving Christmas presents.	Overtime for stock taking or sales.	
		Number.	Per cent.	Number.	Per cent.	Establishments reporting.	Number paying for overtime.		Establishments reporting.	Number paying for overtime.
Indianapolis.....	28	18	64.3	13	30.0	10	3	3	15	22
Terre Haute.....	13	13	100.0	2	15.4	13	2	1	8	41
Evansville.....	22	21	95.5	3	14.3	21	3	3	8	2
Fort Wayne.....	14	12	85.7	1	7.1	12	1	3	1	.....
South Bend.....	15	14	93.3	1	6.7	14	1	5	1	.....
Muncie.....	13	12	92.3	3	25.0	12	3	2	4	(¹)
Hammond.....	4	4	100.0	1	25.0	4	1	.....	.....	.....
La Fayette.....	8	8	100.0	1	12.5	8	1	.....	2	(¹)
Richmond.....	14	13	92.9	2	15.4	13	2	4	5	.....
New Albany.....	9	9	100.0	2	22.2	9	2	1	2	2
Total.....	140	124	88.6	19	13.6	116	19	22	46	7

¹ Two other establishments pay regular rate for overtime in alteration departments only.

² Six establishments give supper or supper money.

³ Two other establishments pay rate and a half, 3 others regular rate, and 1 other double rate for overtime in alteration department only.

⁴ One establishment furnishes supper or supper money.

⁵ See notes to details.

⁶ Sixteen establishments pay a fixed sum or per cent, 1 establishment pays rate and a half, and 2 do not report the rate paid.

SUMMARY.

The table which follows presents in compact form the working hours for all seasons of the year in the selling departments and in the alteration departments, according to reports from employers.

But 86 of the 140 stores from which data were obtained have alteration departments. The regular hours in these workrooms average somewhat less than those in the selling departments of all stores, the hours in the normal season being $54\frac{1}{2}$ per week, as compared with $55\frac{1}{2}$ hours. The overtime work occurring in the spring and fall seasons not only lasts for $7\frac{1}{2}$ weeks, as compared with $2\frac{3}{4}$ weeks in the selling departments, but the weekly hours average $61\frac{1}{2}$, with a $10\frac{1}{2}$ -hour day, as against a $58\frac{1}{2}$ -hour week with a $9\frac{1}{2}$ -hour day. Although 57.6 per cent of the stores report overtime work in the alteration department before Christmas, this is not considered a busy time in

the workrooms and in a number of cases the girls work in the selling departments.

TABLE 14.—SUMMARY OF WORKING HOURS IN THE SELLING AND IN THE ALTERATION DEPARTMENTS OF DEPARTMENT AND OTHER RETAIL STORES IN 10 CITIES, AS REPORTED BY EMPLOYERS.

Selling departments, 140 stores.

Seasons.	Establishments reporting.		Women affected.		Average duration in weeks.	Average hours.				Maximum weekly hours.	Minimum weekly hours.
	Number.	Per cent.	Number.	Per cent.		Hours per week.	Prevailing daily hours.	Long day.	Short day.		
Regular hours:											
Normal season.....	138	98.6	4,702	199.7	29½	55½	8½	11½	6	63	45
Dull season.....	124	88.6	4,087	186.7	15½	54½	8½	11½	5½	63	44
Busy season.....	107	76.4	5,396	114.6	8½	55½	8½	11½	.....	66	48
Overtime hours:											
Normal and dull seasons.....	46	32.9	847	118.0	2½	58½	9½	11½	8½	69	45½
Before Christmas.....	116	83.5	4,355	169.6	1	66½	11½	11½	9½	82½	57

Alteration departments, 86 stores.

Regular hours:											
Normal season.....	73	84.9	643	92.0	23½	54½	8½	11½	7½	59	33½
Dull season.....	79	91.9	561	80.3	16½	53½	8½	11½	5½	60	33½
Busy season.....	71	82.6	724	103.6	16½	55½	8½	11½	8½	61½	49
Overtime hours:											
Normal, dull, and busy seasons.....	28	32.6	361	51.6	7½	61½	10½	11½	8½	68	50½
Before Christmas.....	49	57.6	257	37.1	1	64½	11	11½	8½	74	37½

¹ Based on prevailing number employed.

² For explanation of these busy-season hours, see text, p. 16.

³ Based on 139 stores in business during Christmas season.

⁴ Based on number employed during Christmas season.

WORKING HOURS AS REPORTED BY INDIVIDUALS.

The preceding tables have presented the data as to seasons, working hours, and overtime, as reported by the employers. The following tables give the data on these topics as reported by individual employees in 6 of the cities.

The change of working hours has been made the basis of the seasonal classification for individuals, since it was found to be almost impossible to get any other distinction from the persons interviewed with a degree of accuracy which would warrant tabulation. Accordingly, the period during which the regular hours were maintained has been considered the normal season, the period during which the regular hours were shortened the dull season, and any periods during which the regular hours were lengthened were considered overtime periods. This does not bring out the periods during which the hours remained normal, while the tension of the work was increased, but, as has been stated, accurate information on that point could not be obtained.

In order that no misunderstanding of the seasons as reported by individuals may occur, it has been thought best to specify in the headings of the tables "Season of normal hours," "Season of shortened hours," etc. Since the seasons, as reported by individuals, are grouped for reasons explained above solely according to the changes in hours, no close comparison with the employers' seasons can be made. All women are included in these tables, i. e., cash girls and wrappers, saleswomen, alteration and millinery hands, office force, and other miscellaneous employees. Since the groupings of seasons were simply according to the change of hours, it seemed best to include workroom employees, as their hours when checked up separately, were found to be practically the same as those of the selling department.

SEASON OF NORMAL HOURS.

A season of normal hours was reported by 99.7 per cent of the 711 women furnishing individual information, the season averaging $34\frac{1}{2}$ weeks in duration. The average weekly hours were $55\frac{1}{2}$, prevailing daily hours $8\frac{1}{2}$, with a long day of $11\frac{1}{2}$ hours. Eight women reported one short day a week, but one of them worked also on Sunday.

These hours are practically the same as those reported by the employers for the normal season. Nearly 55 per cent of the women reported hours of 55 and under 60 per week. This also agrees with the employers' report. Only 2.2 per cent reported hours of 60 or over per week. Six-tenths of 1 per cent of the women reported a 48-hour week or under.

The working hours during the season of normal hours as reported by the 711 women interviewed in 6 of the cities are shown for each city in the following table:

TABLE 15.—WORKING HOURS DURING SEASON OF NORMAL HOURS REPORTED BY WOMEN FURNISHING INDIVIDUAL INFORMATION EMPLOYED IN DEPARTMENT AND OTHER RETAIL STORES IN 6 CITIES.

Cities.	Women scheduled.	Average duration of employment in weeks.	Women reporting.	Average duration in weeks.	Season of normal hours.								
					Average hours.				Per cent reporting average weekly hours of—				
					Hours per week.	Prevailing daily hours.	Long day.	Short day. ¹	36 to 48.	Over 48 and under 55.	55 and under 60.	60 and under 65.	65 to 68 $\frac{1}{2}$.
Indianapolis.	331	37 $\frac{1}{2}$	329	30 $\frac{1}{2}$	54 $\frac{1}{2}$	9	11 $\frac{1}{2}$	7 $\frac{1}{2}$	0.9	66.0	31.6	1.2	0.3
Terre Haute.	104	40 $\frac{1}{2}$	104	36 $\frac{1}{2}$	56 $\frac{1}{2}$	8 $\frac{1}{2}$	12	.....	39.4	58.6	1.0	1.0	.....
Evansville...	129	41 $\frac{1}{2}$	129	41 $\frac{1}{2}$	57	9	11 $\frac{1}{2}$	5 $\frac{1}{2}$	.....	9.3	84.5	5.5	.7
Fort Wayne.	58	38 $\frac{1}{2}$	58	31 $\frac{1}{2}$	55 $\frac{1}{2}$	8 $\frac{1}{2}$	11 $\frac{1}{2}$	.....	1.7	13.8	82.8	1.7	.....
South Bend.	63	43 $\frac{1}{2}$	63	39 $\frac{1}{2}$	55 $\frac{1}{2}$	8 $\frac{1}{2}$	11 $\frac{1}{2}$	(²)	.....	28.6	71.4	.....	.....
La Fayette..	26	41	26	31 $\frac{1}{2}$	56 $\frac{1}{2}$	8 $\frac{1}{2}$	11 $\frac{1}{2}$	.....	.....	15.4	84.6	.....	.....
Total..	711	39 $\frac{1}{2}$	709	34 $\frac{1}{2}$	55 $\frac{1}{2}$	8 $\frac{1}{2}$	11 $\frac{1}{2}$	1 $\frac{1}{2}$	.6	42.3	54.9	1.8	.4

¹ Only 8 women reported short days.

² One person worked a short day which was slightly in excess of the prevailing day worked by all women.

SEASON OF SHORTENED HOURS.

The per cent of women who reported a season of shortened hours was but 46.7. As the employers' dull season often included time during which the hours were not shortened, no comparison can be made here. The average duration of the period of shortened hours reported by the women was 7.5 weeks. The shortened hours generally occurred during the months of July and August, but as most of the women took their vacations during that period, the number of weeks reported generally fall one or two weeks short of the full two months according to length of time they took for vacations.

The average weekly hours during this period were $49\frac{1}{2}$, the daily hours $8\frac{1}{2}$, and the long day $9\frac{1}{2}$ hours. A short day, averaging $4\frac{1}{2}$ hours in length, was reported by 99 women.

In this season 24.7 per cent of the women reported average weekly hours of 48 or under, and only 1.5 per cent reported hours of 55 or over. The large majority, 73.8 per cent, reported hours over 48 and under 55.

The working hours during the season of shortened hours as reported by the 711 women furnishing individual information are shown for each city in the following table:

TABLE 16.—WORKING HOURS DURING SEASON OF SHORTENED HOURS REPORTED BY WOMEN FURNISHING INDIVIDUAL INFORMATION EMPLOYED IN DEPARTMENT AND OTHER RETAIL STORES IN 6 CITIES.

Cities.	Women reporting shortened hours.	Average duration in weeks.	Average hours.				Per cent reporting average weekly hours of—		
			Hours per week.	Prevaling daily hours.	Long day.	Short day.	$32\frac{1}{2}$ to 48.	Over 48 and under 55.	55 to 57.
Indianapolis.....	198	$7\frac{1}{2}$	48	$8\frac{1}{2}$	9	$4\frac{1}{2}$	36.4	63.1	0.5
Terre Haute.....	33	$7\frac{1}{2}$	51	$8\frac{1}{2}$	$11\frac{1}{2}$	$7\frac{1}{2}$	3.0	97.0	.....
Evansville.....	22	6 $\frac{1}{2}$	$51\frac{1}{2}$	$8\frac{1}{2}$	12	$4\frac{1}{2}$	22.7	68.2	9.1
Fort Wayne.....	41	$7\frac{1}{2}$	52 $\frac{1}{2}$	$8\frac{1}{2}$	$10\frac{1}{2}$	$4\frac{1}{2}$	2.4	97.6	.....
South Bend.....	16	6 $\frac{1}{2}$	$50\frac{1}{2}$	$8\frac{1}{2}$	$11\frac{1}{2}$	$4\frac{1}{2}$	6.3	87.5	6.2
La Fayette.....	22	$9\frac{1}{2}$	$51\frac{1}{2}$	$8\frac{1}{2}$	$11\frac{1}{2}$	.....	9.0	86.5	4.5
Total.....	332	$7\frac{1}{2}$	$49\frac{1}{2}$	$8\frac{1}{2}$	$9\frac{1}{2}$	$4\frac{1}{2}$	24.7	73.8	1.5

¹ Only 1 woman reported a long day.

² Ninety-nine women reported short days.

OVERTIME BEFORE CHRISTMAS.

Over 65 per cent of the women interviewed reported overtime in the period immediately preceding Christmas. This per cent varied considerably in the different cities. In Indianapolis it was but 34, while in all but one of the others it was over 90 per cent.

The duration of this Christmas overtime averaged one and one-quarter weeks, slightly more than was reported by the employers. It should be noted that the hours reported in the table here given are for the week immediately preceding Christmas, which represent the

extreme of the overtime. The overtime did not often exceed this period, however, and the average of all overtime days would show a weekly average only very slightly different from these figures.¹

The average weekly hours reported were 66½, the daily hours 11½, and the long day 11½ hours. In Indianapolis eight women reported overtime work on Sunday. This did not appear on the employers' reports, and was not reported in any city except Indianapolis. It represents, however, one of the worst features of overtime, since it takes away from the worker the only opportunity she has to recuperate from the strain of the heavy work of the holiday season.

The working hours in the overtime period immediately preceding Christmas as reported by the women interviewed are shown for each city in the following table:

TABLE 17.—WORKING HOURS, IN OVERTIME PERIOD BEFORE CHRISTMAS, REPORTED BY WOMEN FURNISHING INDIVIDUAL INFORMATION EMPLOYED IN DEPARTMENT AND OTHER RETAIL STORES IN 6 CITIES.

Cities.	Women reporting overtime before Christmas.	Average duration in weeks.	Average hours week before Christmas.			Per cent reporting average weekly hours of—				
			Hours per week.	Prevaling daily hours.	Longest day.	39 and under 60.	60 and under 65.	65 and under 70.	70 and under 75.	75 to 79½.
Indianapolis.....	113	1½	63½	10½	11½	25.7	37.2	23.9	10.6	2.6
Terre Haute.....	99	1½	64	11½	12	8.1	47.5	42.4	1.0	1.0
Evansville.....	118	1½	70½	11½	12½	1.7	2.5	17.0	73.7	5.1
Fort Wayne.....	55	1½	68½	11½	11½	1.8	16.4	45.5	32.7	3.6
South Bend.....	60	2	64	10½	11½	.....	13.3	51.7	25.0	10.0
La Fayette.....	20	1½	66½	11½	11½	.....	30.0	50.0	20.0	.....
Total.....	465	1½	66½	11½	11½	8.6	24.7	33.3	29.5	3.9

¹ Including Sunday work of 8 women averaging 2½ hours each.

OVERTIME OTHER THAN BEFORE CHRISTMAS.

Overtime aside from the Christmas season was reported by employees, as by the employers, chiefly at the time of stocktaking, before or during special sales, and before spring or fall openings, and occurred sometimes in the season of normal hours and sometimes in the season of shortened hours. One hundred and seventy-three, or 24.3 per cent of the women, reported such overtime, and the average number of weeks reported was three and two-thirds—a considerably longer time than that during which Christmas overtime was reported. The hours here reported represent the average for all these overtime periods.

During this period of three and two-thirds weeks of overtime the largest per cent of women reported weekly hours of 55 and under 60, 46.8 per cent reporting in this group. The maximum hours reported were 76 and the minimum 39 hours. This minimum, however, was reported by a part-time worker. A considerable per cent worked

¹ The average weekly and daily hours of all overtime days would be slightly lower than the averages here given.

exceedingly long hours during these periods, 46.3 per cent reporting weekly hours of 60 or more. The Sunday work was even more significant in these overtime periods than in the overtime before Christmas, and as at that season it was chiefly reported by the women in Indianapolis. A large number of the women there who reported overtime other than at Christmas reported Sunday work which averaged four and one-quarter hours per Sunday. In one other city Sunday work was reported, but only by four women. The hours were even longer, however, averaging seven hours per Sunday.

The working hours in overtime periods other than before Christmas as reported by the women interviewed are shown for each city in the following table:

TABLE 18.—WORKING HOURS IN OVERTIME PERIODS OTHER THAN BEFORE CHRISTMAS REPORTED BY WOMEN FURNISHING INDIVIDUAL INFORMATION EMPLOYED IN DEPARTMENT AND OTHER RETAIL STORES IN 6 CITIES.

Cities.	Women reporting overtime other than before Christmas.	Average duration in weeks.	Average hours.			Per cent reporting average weekly hours of—				
			Hours per week. ¹	Pre-vailing daily hours.	Longest day.	39 and under 55.	55 and under 60.	60 and under 65.	65 and under 70.	70 to 76.
Indianapolis.....	85	3½	58½	9½	11½	7.0	60.0	24.7	5.9	2.4
Terre Haute.....	32	4	61½	9½	11½	3.1	40.6	31.3	21.9	3.1
Evansville.....	29	4	62½	9½	12½	.....	20.7	55.2	17.2	6.9
Fort Wayne.....	13	3½	57½	9½	11½	7.7	53.8	38.5	.....	.....
South Bend.....	8	3	59½	9½	11½	25.0	50.0	12.5	12.5	.....
La Fayette.....	6	5½	61	10	12	.....	33.3	66.7	.....	.....
Total.....	173	3½	59½	9½	11½	6.9	46.8	32.9	10.5	2.9

¹ Including Sunday work of 31 women averaging 4½ hours each.

PAY FOR OVERTIME.

The information received from individual women on this subject has been summarized so as to bring out the amount of overtime, the per cent which is paid for, the per cent which is not paid for, and the kind and amount of compensation received. It should be noted in this connection that while the extra pay received at Christmas may be called overtime pay, it frequently is supposed to be compensation not only for the actual hours of overtime, but for all the additional strain and rush of the busy weeks before Christmas. In this table a separate grouping has been made for the 5 and 10 cent stores and for the other retail stores for two reasons: First, the 5 and 10 cent stores pay for the overtime before Christmas much more generally than do any other stores; second, the 5 and 10 cent store earnings average so much less than other stores that the influence of overtime pay upon earnings is much more marked. The following table shows

the number reporting overtime and the amount of compensation reported.

Approximately 75 per cent of the women reported overtime—71 per cent of those in the stores other than 5 and 10 cent stores and 91 per cent of the women in the 5 and 10 cent stores. Sixty-six and seven-tenths per cent of the women reporting overtime in the stores other than 5 and 10 cent stores reported no pay for overtime, while only 8.2 per cent of those in the 5 and 10 cent stores were not paid. Taking all women reporting overtime, 55.9 per cent reported no pay for their overtime work, which amounted to 16.7 hours per person.

TABLE 19.—NUMBER OF WOMEN FURNISHING INDIVIDUAL INFORMATION WHO
KIND AND AMOUNT OF*Department and other retail stores—*

Cities.	Women sched- uled.	Women re- porting overtime.		Women receiving some compensa- tion for overtime.			Women receiving no compensation for overtime.			Overtime at Christmas season.		
		Num- ber.	Per cent.	Num- ber.	Per cent.	Aver- age num- ber of over- time hours.	Num- ber.	Per cent.	Aver- age num- ber of over- time hours.	Num- ber re- port- ing.	Aver- age num- ber of over- time hours.	Aver- age week- ly earn- ings, includ- ing over- time pay. ¹
Indianapolis...	279	126	45.2	44	34.9	15½	82	65.1	12½	19	16	\$7.95
Terre Haute...	94	92	97.9	24	26.1	15½	68	73.9	12½	19	8½	7.77
Evansville.....	105	97	92.4	25	25.8	28½	72	74.2	25½	18	19½	7.37
Fort Wayne.....	47	45	95.7	17	37.8	18½	28	62.2	17½	17	17½	10.02
South Bend.....	55	53	96.4	29	54.7	14½	24	45.3	20½	28	14½	8.49
La Fayette.....	23	17	73.9	4	23.5	51½	13	76.5	11½	3	13½	11.94
Total.....	603	430	71.3	143	33.3	18½	287	66.7	16½	104	15	\$ 8.43

Five and ten

Indianapolis...	52	45	86.5	42	93.3	8½	3	6.7	10½	41	7½	\$5.08
Terre Haute...	10	10	100.0	10	100.0	9½	.....	.....	.....	10	9½	4.50
Evansville.....	24	21	87.5	20	95.2	20½	1	4.8	15	20	20	4.07
Fort Wayne.....	11	11	100.0	7	63.6	18½	4	36.4	13½	7	18½	5.01
South Bend.....	8	8	100.0	8	100.0	25½	.....	.....	.....	8	25½	6.21
La Fayette.....	3	3	100.0	3	100.0	14½	.....	.....	.....	3	14½	5.13
Total.....	108	98	90.7	90	91.8	13½	8	8.2	12½	89	13½	4.88
Grand total...	711	528	74.3	233	44.1	16½	295	55.9	16½	193	14½	\$ 6.78

¹ Average earnings of year 1913.

REPORTED OVERTIME, NUMBER RECEIVING COMPENSATION FOR OVERTIME, AND COMPENSATION RECEIVED.

excluding five and ten cent stores.

Overtime at Christmas season.							Overtime other than at Christmas season.						
Compensation received.							Number reporting.	Average number of overtime hours.	Average weekly earnings, including overtime pay. ¹	Compensation received.			
Additional pay.			Super or supper money, number reporting.	Gifts of money.		Other gifts, number reporting.				Additional pay.			Super or supper money, number reporting.
Number reporting.	Average hours overtime.	Average amt.		Number reporting.	Average amt.					Number reporting.	Average hours overtime.	Average amt.	
11	12½	\$1.82	5	2	\$5.00	-----	30	12½	\$9.61	4	8½	\$1.72	27
1	6	2.25	3	5	4.20	10	9	24½	8.91	7	27½	9.53	2
1	6	1.50	-----	17	3.62	-----	8	44½	7.46	8	44½	7.96	-----
1	4	1.19	1	9	2.44	7	1	14	10.00	1	14	3.00	-----
-----	-----	-----	-----	21	4.62	5	2	6	10.97	1	12	6.00	1
2	17	5.15	-----	-----	-----	1	4	40½	11.21	1	120	32.16	2
16	11½	2.20	9	54	3.92	23	54	20½	9.33	22	33	8.11	32

cent stores.

33	6½	\$2.03	5	14	\$10.00	4	4	10½	\$4.58	3	12½	\$1.42	2
10	9½	3.50	-----	4	12.50	-----	-----	-----	-----	-----	-----	-----	-----
12	20½	2.40	-----	9	4.56	7	-----	-----	-----	-----	-----	-----	-----
3	20	1.30	-----	4	7.25	-----	-----	-----	-----	-----	-----	-----	-----
8	25½	5.78	-----	3	16.67	-----	-----	-----	-----	-----	-----	-----	-----
1	13½	1.00	-----	3	10.00	-----	-----	-----	-----	-----	-----	-----	-----
67	12½	2.71	5	37	8.49	11	4	10½	4.58	3	12½	1.42	2
83	12½	2.62	14	91	5.77	34	58	20½	9.02	25	30½	7.31	34

¹ Two women did not report average earnings.

Of the paid overtime reported by individuals employed in stores other than 5 and 10 cent stores, 58 per cent was reported during the Christmas season. The women employed in the 5 and 10 cent stores reported 96 per cent of this paid overtime as occurring in the Christmas season. For this overtime there were several methods of pay. In the 5 and 10 cent stores additional straight pay was most commonly given. In the other stores an arbitrary gift of money was the most frequent method of reward. The 5 and 10 cent stores also used money gifts to some extent, and the gifts reported by 37 individuals amounted to \$8.49 per person, while in the other stores the money gifts of the 54 women reporting averaged but \$3.92. The average amount of overtime per person did not vary greatly, 13.3 hours being reported by the 5 and 10 cent stores and 15 hours by the other stores. On the whole, the 5 and 10 cent stores reported less overtime, more frequent pay, and higher pay, but the average earnings of the girls who reported in the 5 and 10 cent stores were \$3.55 lower than those of the girls reporting in other stores.

Outside of the Christmas season the women employed in the 5 and 10 cent stores reported practically no overtime, but the employees of other stores reported 42 per cent of the total overtime for which compensation was received as being in seasons other than Christmas. The average amount of overtime per person was considerably higher than the amount at the Christmas season, being 21 hours as compared with 15 hours. Much of this overtime came in the workrooms, where overtime was often worked for several consecutive weeks.

It may be added also that a few individuals reported that they were occasionally given an hour or two off, without deduction, for shopping or other purposes. Such privileges, however, were not usual.

The table below summarizes the range of overtime hours worked by individuals in all stores through the year.

The greater part of the women working overtime received no pay for it, and, furthermore, the women who received no pay worked rather more hours of overtime than those who received pay, 27 per cent of the latter working 20 hours or more, while 33.9 per cent of those receiving no pay worked 20 hours or more.

The largest individual group of both paid and unpaid overtime workers was that working 5 and less than 10 hours overtime, and comparatively few worked over 39 hours. The major part of the overtime was from 5 to 25 hours. While this amount is not large, whether or not it involved undue strain on the individuals, depends on the nature of the work and number of days over which the overtime was distributed. The Christmas overtime was generally crowded into a very short space of time, and the other overtime gen-

erally came on a few days at times of stock taking, openings, or sales so that while the actual hours of overtime worked do not show long periods, they do mean considerable strain on the workers.

TABLE 20.—OVERTIME HOURS, WITH COMPENSATION AND WITHOUT COMPENSATION, REPORTED BY INDIVIDUALS IN DEPARTMENT AND OTHER RETAIL STORES OF 6 CITIES, COMBINED.

Hours of overtime.	Women reporting hours of overtime.					
	With compensation.		Without compensation.		Total.	
	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.
Under 5.....	19	8.2	30	10.2	49	9.3
5 and under 10.....	75	32.2	80	27.1	155	29.4
10 and under 15.....	38	16.3	39	13.2	77	14.6
15 and under 20.....	37	15.9	44	14.9	81	15.3
20 and under 25.....	27	11.6	50	17.0	77	14.6
25 and under 30.....	14	6.0	19	6.4	33	6.2
30 and under 40.....	9	3.9	19	6.4	28	5.3
40 and under 50.....	4	1.7	4	1.4	8	1.5
50 and under 60.....	3	1.3	3	1.0	6	1.1
60 and under 80.....	4	1.7	5	1.7	9	1.7
100 to 136.....	2	.8	.....	.....	2	.4
Not reported.....	1	.4	2	.7	3	.6
Total.....	233	100.0	295	100.0	528	100.0

RATES OF PAY AND EARNINGS.

ALL OCCUPATIONS.

Information concerning wages consists of the weekly rates of pay for 5,857 women as taken from the pay rolls of 140 stores in 10 cities for a representative week, together with data as to commissions, premiums, etc., and the average full-time weekly earnings as reported by 711 individuals during the year covered by this investigation. These 711 individuals represented 92 stores in 6 of the 10 cities.

The employer was asked for his pay roll for a specified week, this week having been selected as one which should represent a normal condition of business. The week was specified so as to make the reports from the various establishments cover as nearly as possible the same period. If, however, the employer felt that the week so chosen did not fairly represent his business, another week (giving the date) which he felt was more representative was taken. The rate of pay for everyone on the pay roll was taken, together with the number receiving regular commissions, but the actual amount paid to each person in commissions, premiums, or bonuses of any sort was not included. The total amount paid during the year to women in commissions, premiums, etc., was taken as a separate item, and the influence of these supplemental earnings upon the flat rates of pay is measured in the course of this report with as much accuracy as the information at hand will permit.

The weekly earnings reported by the 711 individuals represent the average full-time weekly earnings for the weeks actually worked. The number of weeks during which the women worked are stated as full-time weeks, except that scattered days or half days' absence amounting to less than one week in all during the year were not deducted from the time but were allowed for in computing the earnings.¹ Any absences of three consecutive days or more or a week or more in scattered days were deducted from the time worked. The individual was questioned as to her rate of pay and, if on commission, as to the average amount earned in commissions, due consideration being given to the different seasons of the year, when the amount earned in commissions might vary widely, and as to the number of days or fractional days she lost. The earnings recorded represent the closest estimate the individual could give of her full-time weekly earnings, including commissions, with deductions for occasional absence as noted above, or for any other reasons. If the individual had worked at more than one rate of pay during the year, the time worked at each rate was noted and the average computed accordingly.

The tables following summarize first, the reports of employers and employees as to the number of women receiving specified rates of pay; and, second, the individual reports as to average full-time weekly earnings, including commissions and premiums.

The reports from individuals while limited to 6 of the 10 cities, nevertheless represent the geographical and industrial sections of the State. The table below, summarizing the employers' reports as to weekly rates of pay, furnishes evidence of this fact, for not only are the average rates of pay for the 10 cities within 12 cents of the average for the 6 cities chosen for individual schedule gathering, but the difference in the proportion of women getting less than specified rates in the entire 10 cities and in the 6 is so small as to be negligible.

If the reader will notice the marked difference in the rates prevailing in the northern and southern cities of the State, for example, he will readily understand that the close correspondence above referred to can mean nothing else than that the 6 cities chosen for individual schedule gathering fairly represent the same sections of the State as were covered by the entire 10 cities included in the investigation.

¹ For example, if a girl worked 40 weeks during the year at \$6 per week, but was out 4 scattered days during that time, her number of weeks worked would be given as 40 and her average earnings would be 40 times \$6 (\$240), minus \$4 (representing the 4 days lost), \$236 divided by 40, or \$5.90.

TABLE 21.—PER CENT OF WOMEN RECEIVING LESS THAN SPECIFIED WEEKLY RATES OF PAY (NOT INCLUDING COMMISSIONS AND PREMIUMS), IN 140 DEPARTMENT AND OTHER RETAIL STORES IN 10 CITIES, AS SHOWN BY ESTABLISHMENT PAY ROLLS FOR A REPRESENTATIVE WEEK.

Cities.	Wo- men repor- ted.	Aver- age weekly rate of pay.	Per cent receiving weekly rate of—									
			Un- der \$3.	Un- der \$4.	Un- der \$5.	Un- der \$6.	Un- der \$7.	Un- der \$8.	Un- der \$9.	Un- der \$10.	Un- der \$12.	\$12 or over.
Indianapolis.....	2,609	\$8.01	0.2	8.8	22.3	30.7	45.2	55.1	67.5	74.5	83.7	16.3
Terre Haute.....	677	7.62	6.4	15.5	27.2	36.0	49.9	61.7	69.7	75.3	85.4	14.6
Evansville.....	486	6.80	.6	18.5	38.3	48.4	60.7	69.3	76.7	79.8	89.1	10.9
Fort Wayne.....	485	8.67	.....	.6	5.8	20.0	34.8	49.3	62.3	69.5	82.9	17.1
South Bend.....	457	8.77	.....	8.5	17.7	26.3	38.7	48.8	57.8	67.0	76.6	23.4
La Fayette.....	322	7.50	.....	4.3	14.3	33.9	53.7	64.9	72.4	76.4	88.2	11.8
Total.....	5,036	7.94	1.0	9.6	22.0	31.9	46.3	56.9	67.6	74.1	84.0	16.0
Muncie.....	288	7.22	6.9	15.3	28.1	41.0	59.4	66.0	71.9	78.1	87.8	12.2
Hammond.....	207	7.05	.....	7.2	18.4	37.7	63.3	76.3	82.6	84.5	90.3	9.7
Richmond.....	198	7.48	.....	6.6	25.8	34.3	46.5	58.1	67.7	74.7	87.4	12.6
New Albany.....	120	6.23	1.7	18.3	40.8	52.5	63.3	71.7	79.2	83.3	94.2	5.8
Grand total.....	15,849	7.82	1.3	9.8	22.7	33.0	47.9	58.4	68.6	74.9	84.7	15.3

¹ Not including 8, whose weekly rates of pay were not reported.

TABLE 22.—NUMBER AND PER CENT OF WOMEN RECEIVING LESS THAN SPECIFIED WEEKLY RATES OF PAY (NOT INCLUDING COMMISSIONS AND PREMIUMS), AS REPORTED BY 620 WOMEN EMPLOYED IN DEPARTMENT AND OTHER RETAIL STORES IN 6 INDIANA CITIES.

Cities.	Total women.	Aver- age weekly rate of pay.	Women receiving weekly rate of—									
			Un- der \$3.	Un- der \$4.	Un- der \$5.	Un- der \$6.	Un- der \$7.	Un- der \$8.	Un- der \$9.	Un- der \$10.	Un- der \$12.	\$12 or over.
Indianapolis:												
Number.....	270	\$7.42	8	45	85	103	142	165	189	201	229	41
Per cent.....	100.0		2.96	16.67	31.48	38.15	52.59	61.11	70.00	74.44	84.81	15.19
South Bend:												
Number.....	52	8.25	.....	2	9	13	22	28	32	35	41	11
Per cent.....	100.0		.....	3.85	17.31	25.00	42.31	53.85	61.54	67.31	78.85	21.15
Fort Wayne:												
Number.....	53	8.48	.....	.....	7	11	19	26	33	34	42	11
Per cent.....	100.0		.....	.....	13.21	20.75	35.85	49.06	62.26	64.15	79.25	20.75
Terre Haute:												
Number.....	99	7.54	4	12	22	37	45	55	67	75	81	18
Per cent.....	100.0		4.04	12.12	22.22	37.37	45.45	55.56	67.68	75.76	81.82	18.18
Evansville:												
Number.....	124	6.33	6	24	42	59	78	91	98	103	114	10
Per cent.....	100.0		4.84	19.35	33.87	47.58	62.90	73.39	79.03	83.06	91.94	8.06
La Fayette:												
Number.....	22	7.38	.....	3	.....	5	12	13	14	17	21	1
Per cent.....	100.0		.....	13.64	.....	22.73	54.55	59.09	63.64	77.27	95.45	4.55
Total:												
Number.....	1,620	7.38	18	86	168	228	318	378	433	465	528	92
Per cent.....	100.0		2.90	13.87	27.10	36.77	51.29	60.97	69.84	75.00	85.16	14.84

¹ Of the 711 women, 91 did not report rate of pay.

TABLE 23.—PER CENT OF WOMEN WHOSE AVERAGE FULL-TIME WEEKLY EARNINGS (INCLUDING COMMISSIONS AND PREMIUMS), AS REPORTED BY 711 INDIVIDUALS EMPLOYED IN DEPARTMENT AND OTHER RETAIL STORES IN 6 CITIES, WERE LESS THAN SPECIFIED AMOUNTS.

Cities.	Women reporting.	Average weekly earnings.	Per cent earning weekly—									
			Under \$3.	Under \$4.	Under \$5.	Under \$6.	Under \$7.	Under \$8.	Under \$9.	Under \$10.	Under \$12.	\$12 and over.
Indianapolis.....	314	\$3.03	3.5	16.2	30.3	36.6	46.5	56.4	65.6	71.3	81.8	18.2
Terre Haute.....	104	7.71	3.8	12.5	26.9	37.5	46.2	57.7	67.3	76.9	81.7	18.3
Evansville.....	126	6.38	2.4	22.2	37.3	50.0	66.7	74.6	81.0	84.1	92.1	7.9
Fort Wayne.....	58	8.60	.....	1.7	12.1	24.1	36.2	46.6	58.6	60.3	77.6	22.4
South Bend.....	63	8.72	1.6	6.3	19.0	30.2	38.1	52.4	58.7	66.7	77.8	22.2
La Fayette.....	26	7.22	.....	11.5	11.5	26.9	57.7	65.4	65.4	80.8	96.2	3.8
Total.....	711	7.76	2.7	14.5	27.8	37.2	48.9	59.0	67.4	73.5	83.5	16.5

¹ Including average weekly earnings of 17 whose specified rates of pay were not reported.

² Including average weekly earnings of 3 whose specified rates of pay were not reported.

³ Including 20 whose specified rates of pay were not reported.

It should be remembered, in studying the table showing rates reported by the employers, that these are flat rates and do not include commissions or premiums received by a number of saleswomen. Just how far the commission system has spread and just what effect it has on the earnings of saleswomen is discussed in detail on pages 37 to 39. For the proper understanding of Table 21, however, it should be said that there were 665 saleswomen who were receiving commissions, according to the pay rolls submitted for a representative week, and that while the earnings of these were materially affected by the commission system, as is shown later, they constitute but 11 per cent of the total number of women employed in the stores included in the investigation, and the amount earned in commissions, if distributed among the total number of women employed, would be but 27 cents per person. In other words, Table 21 showing classified weekly rates of pay, i. e., uninfluenced by commissions, bonuses, premiums, etc., represents practically the maximum which could be earned in a representative week by nearly 90 per cent of all the women.¹

Table 22 summarizes the reports from 620 of the 711 individuals reporting as to flat weekly rates of pay. Table 26 shows that 95 of the saleswomen (who alone are affected by the system) received commissions during a part or the whole of the year covered by the investigation. This constitutes about 15 per cent of the 620 women individually scheduled. This discrepancy between the reports of employers and employees (11 per cent and 15 per cent) is only apparently substantial. In reality it is so inconsiderable as to render

¹ The influence of the P. M.'s (i. e., premiums on high-grade or unsalable stock) upon the rates of pay when all the women on the pay roll are considered is insignificant. These earnings are not only sporadic, uncertain, and arbitrary, but averaged only about 3½ cents a week when distributed over the total number of women employed.

the figures from employers and employees mutually corroborative, for, as heretofore stated, the schedule gathering was limited to 6 of the 10 cities included in the entire investigation, and only in these 6 cities (excepting Hammond) had the commission system gained any foothold at all. It should be kept clearly in mind, however, that these 6 cities are, with one exception, the largest of the 10 cities included in the investigation and the largest in the State; that from the evidence at hand¹ the commission system has not as yet been introduced in the retail stores of the smaller cities of the State; that the small cities, while severally employing fewer women, nevertheless far outnumber the cities of the size included in the investigation and that therefore the reports on the proportion of women receiving commissions as submitted by employers in the entire 10 cities are unquestionably more representative of the wage basis prevailing in the mercantile establishments of the State than the corresponding reports of either employers or employees from the 6 cities where alone, with one exception, the commission system had gained a foothold. Furthermore, there is material evidence at hand that the commission system, while gaining, has not as yet very materially influenced the total earnings of all women in the department and other retail stores in the 10 cities included in this investigation, nor even in the 6 cities where it alone has made headway. Such evidence is disclosed by comparing Tables 21 and 22, summarizing the weekly rates of pay as reported by employers and by employees, with Table 23, showing the average weekly earnings as reported by the 711 women individually scheduled. It should be borne in mind that the earnings data secured from individual women (Table 23) included rates of pay and all supplemental earnings from commissions and "P. M.'s." A comparative study of these tables will reveal the following significant facts:

1. Approximately half of the women receive weekly rates of pay of less than \$7, according to the figures for the entire 10 cities as well as those for the 6 in which the commission system had made some headway and in which individual schedules were taken, the variation from an exact 50 per cent being less than 4 points in the pay roll reports and less than 2 points in the individual reports. Although the reports of employers and employees as to the proportion receiving rates of pay of less than \$7 deviate from the median line in opposite directions, the employers in the 6 cities reporting 46.3 per cent and the employees 51.3, the difference between the two is but 5 points—approximately 10 per cent. The discrepancy is not very material, especially in view of the fact that the per cents for individuals is based upon 620 reports while that for the employers is based upon more than 5,000.

¹ Aside from the fact that in the smaller cities included in the investigation the commission system was not in use, there were a considerable number of individuals scheduled who had worked a part of the year in small cities not included in the 10, and in all such cases the wage basis was a flat rate.

2. Table 23, which includes both rates of pay and all supplemental earnings from commissions and premiums as reported by 711 individuals, shows that 48.9 per cent were earning less than \$7 a week. This is 2.6 points more than the per cent receiving weekly rates of pay of less than \$7 as reported by the employers in the 6 cities to which individual schedule gathering was confined, and but 2.4 points, or 4.7 per cent, less than the per cent getting rates of less than \$7 a week as reported by the individuals.

3. The average weekly rate of pay as shown by the pay rolls for the 5,036 women in the 6 cities differs by 18 cents from the average earnings as reported by the 711 individuals interviewed in the same cities, and by but 12 cents from the average rate of pay for the 5,849 women in the 10 cities.¹ In both cases the average rate is higher than the average earnings.

4. The average rates of pay and the average earnings as reported by the individuals differed by 38 cents a week. The average rates of pay without supplemental earnings from commissions, etc., and the average rates of pay plus such supplemental earnings, according to the reports of employers in the 6 cities to which individual schedule gathering was confined, differed by slightly more than 29 cents.

These facts furnish conclusive evidence of the truth of the statement made heretofore, viz, that the commission system, while growing, has not as yet materially affected the earnings of the women in department and other retail stores of Indiana when the whole number are under consideration.

Three factors immediately present themselves as bearing on earnings: First, the occupations; second, the age; and, third, the experience of the individuals. As the employers did not report on either the age or experience of their employees, the employers' information as to rates of pay can be classified only according to the occupations. Of the 5,857 women for whom wage data were reported by employers in the 10 cities, approximately 61 per cent were saleswomen, 17 per cent were in the alteration or millinery workrooms, 10 per cent were cash girls, wrappers, etc., 9 per cent were in the office, and 2 per cent were in miscellaneous occupations. The table below will show that there were no material differences in the per cents of women in each occupation as reported by employers in the 6 cities in which individual schedules were secured. Of the 711 individuals reporting 69.6 per cent were saleswomen, 9 per cent were in the workrooms, 9.1 per cent were cash girls, wrappers, etc., 10.7 per cent were in the offices, and 1.6 per cent were in other miscellaneous occupations.

¹ That the average rate of pay for all women uninfluenced by commissions is higher than the average earnings including commissions, etc., reported by individuals, is explained by the fact that the employers' report includes under "Other employees" a number of buyers whose rates of pay are naturally high, while among the individuals reporting there was but 1 holding a position properly described as "buyer."

The discrepancies between the proportion of saleswomen included among individuals scheduled and the proportions shown on the pay rolls for a representative week are offset to some extent by the differences in the proportions of alteration women shown in each set of figures.

TABLE 24.—NUMBER AND PER CENT OF WOMEN IN EACH OCCUPATION GROUP IN DEPARTMENT AND OTHER RETAIL STORES, AS REPORTED BY INDIVIDUALS AND AS SHOWN BY PAY ROLLS.

Occupation groups.	Women reported on—					
	Individual schedules.		Pay rolls for 6 cities.		Pay rolls for 10 cities.	
	Num-ber.	Per cent.	Num-ber.	Per cent.	Num-ber.	Per cent.
Cash girls, messengers, bundle wrappers, inspectors, and stock girls.....	65	9.1	528	10.4	611	10.4
Saleswomen.....	495	69.6	3,634	60.2	3,589	61.3
Alteration and millinery workers.....	64	9.0	908	18.0	994	17.0
Office help (clerical).....	76	10.7	470	9.3	543	9.3
Other employees, including department heads and buyers....	11	1.6	104	2.1	120	2.0
Total.....	711	100.0	5,044	100.0	5,857	100.0

EARNINGS OF SALESWOMEN—COMMISSIONS AND PREMIUMS.

Until recently the system of pay for saleswomen has been almost universally a flat weekly rate. Within the last few years, however, the commission system has made some headway and promises to be the prevailing system of the future, though, as heretofore indicated, it has not as yet developed to such proportions as to affect materially the earnings of department-store women as a whole. Five years ago this system was very exceptional. The present study covering 10 cities in Indiana, several of which were small cities where such changes might be expected to come slowly, revealed the fact that practically 18 per cent of the establishments paid regular commissions to a number of their saleswomen. In Indianapolis 25 per cent of the stores reported commissions, but in the smaller cities the system appears to have gained little or no foothold as yet.

The most common method of paying commissions is best described by illustration: A woman may be receiving \$8 per week in a department where the average selling cost is fixed at 4 per cent of the gross sales, which would mean that her sales average \$200 a week. Very possibly she drops below this average during some weeks and may exceed it considerably at times. If she is put on a commission basis and given, for example, \$6 and 1 per cent on all her sales, her sales must equal \$200 to earn \$8. If her sales fall below, so do her earnings, but if her sales amount to \$250 she gets 1 per cent on the extra \$50, or 50 cents, while she has at the same time brought her selling cost to the firm below 4 per cent. The other system of fixing flat rates and commissions consists in allowing a saleswoman a commission

on all sales in excess of those required to bring the cost of her flat rate within the allotted per cent. For example, if a woman's flat wage is \$10 per week and the selling cost in her department is fixed at 3 per cent, she is expected to maintain an average gross sales of \$333.33 per week. Usually if she falls below this figure either her position or her rate of pay is in danger. If she exceeds \$333.33 per week, she may be allowed a commission of 1 or 2 per cent, and sometimes more, on all such excess sales. The same principle is involved in the method adopted by a large establishment in Indiana, but is given much more adequate and logical expression because the flat rates and commissions are based upon the records of average salaries and average sales for the entire year. Thus, in a department where the selling cost has averaged 3 per cent, the woman whose sales average \$250 per week would receive \$7.50 as her flat rate. A record was kept of all her sales. She was given at the end of each commission period 3 per cent on all sales which were in excess of the average of \$250 per week. By this method she might fall short one week and exceed in the next by just enough to maintain her average, the arrangement allowing a certain flexibility for the ebb and flow of trade. If she persistently fell below \$250 a week, her flat rate would be lowered if her position was not jeopardized.

The following tables show the rates of pay for saleswomen only as reported by employers in the entire 10 cities, and as reported by both employers and employees in the 6 cities where individual schedules were taken. They also show the rates of pay as affected by commissions and P. M.'s, and finally they reveal the average weekly earnings as reported by 495 individual saleswomen scheduled.

A glance at Table 25 will reveal the fact that practically the same proportion of saleswomen are getting specified rates of pay in the 6 cities to which individual schedule gathering was confined as the employers report for the entire 10 included in the investigation. The average rate of pay for the saleswomen is 12 cents higher in the 6 cities than the average in the entire 10. On the whole, the differences are so slight, therefore, that they will not figure as an important factor in this discussion.

To judge of the value of Table 25 it must be clearly understood to what extent flat rates are influenced by the commission system. As has been stated, 665 saleswomen, or less than a fifth of the total number of saleswomen reported for the 10 cities by the employers, received commissions. (In the 6 cities in which individual schedules were taken the proportion is still less than a fifth.) While 40 per cent of the 665 women receiving commissions were in one establishment, the others were distributed among 19 stores that employed normally nearly 1,100 saleswomen, or approximately one-third of the total number of saleswomen in the 140 establishments included in the investigation. This measures, according to the reports of the employers, the

headway which the commission system had made as well as the probabilities for the immediate future. For, while the pay rolls showed that 665 actually received commissions as part of their compensations, the wage basis for the entire 1,116 saleswomen in these stores is in all probability undergoing a gradual transformation by the extension of the commission system. However, it should be kept clearly in mind that at the time of the collection of this material less than one-fifth of the saleswomen in the 140 stores covered were reported by the employers as having received commission money during the period covered by the investigation.

Table 27 shows that of the 495 saleswomen personally interviewed 19.2 per cent were receiving commissions. Table 26 shows that, according to the employers' reports, the commissions paid would increase the amount paid in rates of pay—in case there were no offsetting losses—for all the saleswomen in the 20 stores using the system by an average of \$1.48¹ a week. The corresponding data (Table 27) from saleswomen individually scheduled show that the average earnings, which include not only commissions but all other earnings, exceed the average rate of pay by 76 cents. This discrepancy of 72 cents, while material, is doubtless accounted for by the fact that some of the employers included bonuses in their reports on commissions. Though not paid to many women, these bonuses run sometimes into such large amounts that they materially affect the average for a comparatively small number even when they are not so numerous as to exert any appreciable influence on the groups earning specified amounts.

RATES OF PAY COMPARED WITH EARNINGS.

The following tables show that, while according to reports of employers and employees, a little more than half of the women were receiving rates of pay of less than \$7 a week, 48 per cent of the saleswomen, according to the individual reports, were earning less than this amount. This difference is not great, but it shows the influence of commissions, because the commissions are very frequently introduced at these rates.

The per cent getting rates of pay of \$10 and over, according to both employers' and employees' reports, is practically the same as the proportion earning \$10 and over a week.

The average flat weekly rate of pay for all saleswomen in the six cities in which individual schedules were secured, was \$7.56 according to employers and \$7.38 according to reports of employees.

The actual earnings, including all increments from commissions, etc., as reported by individual saleswomen, was \$8.14 a week. The

¹ These figures should not be confused with those showing the influence of the commission system upon the total number of saleswomen. The saleswomen under consideration here are the 1,100 in the 20 commission stores.

tables below show that the commissions, according to employers' reports, would raise the rate of pay for all saleswomen in the six cities, if there were no compensating losses, to \$8.05, or within 9 cents of the amount reported by employees. The P. M.'s (premiums for selling certain grades of stock) would affect the discrepancy a little, as Table 28 shows. It should be said, however, that while it was in a large number of cases impossible to separate the amounts paid in commissions and the amounts paid in P. M.'s, the P. M.'s are arbitrary and uncertain payments and not to be counted as a source of measureable income throughout the year. Furthermore, in the reports from individuals in the cases where P. M.'s and commissions could be separated, the P. M.'s were inconsiderable. Just what effect these sporadic earnings would have on the rates of pay for all saleswomen, however, is shown in Table 28, which summarizes such information as the employers could furnish on the subject.

TABLE 25.—CLASSIFIED WEEKLY RATES OF PAY OF SALESWOMEN EMPLOYED IN 140 DEPARTMENT AND OTHER RETAIL STORES IN 10 CITIES, AS SHOWN BY ESTABLISHMENT PAY ROLLS FOR A REPRESENTATIVE WEEK.

[The rates here given do not include commissions on sales which were received by nearly a fifth of the saleswomen.]

Cities.	Establish- ments repre- sented.	Women receiving weekly rate of—									Total sales- women.	Aver- age weekly rate of pay.
		Under \$4.	\$4 to \$4.99.	\$5 to \$5.99.	\$6 to \$6.99.	\$7 to \$7.99.	\$8 to \$8.99.	\$9 to \$9.99.	\$10 to \$11.99.	\$12 and over.		
Indianapolis:												
Number.....	28	13	251	155	281	151	177	73	114	208	1,423	\$7.66
Per cent.....	100.0	0.9	17.7	10.9	19.7	10.6	12.5	5.1	8.0	14.6	100.0	.....
Terre Haute:												
Number.....	13	29	56	45	68	52	41	19	47	52	409	7.51
Per cent.....	100.0	7.1	13.7	11.0	16.6	12.7	10.0	4.7	11.5	12.7	100.0	.....
Evansville:												
Number.....	22	67	81	40	40	25	26	7	31	30	355	6.32
Per cent.....	100.0	18.9	22.8	11.3	11.3	7.0	7.3	2.0	8.7	8.5	100.0	.....
Fort Wayne:												
Number.....	14	28	61	66	42	44	26	44	39	345	7.74	
Per cent.....	100.0	6.7	17.7	19.1	12.2	12.8	7.5	12.7	11.3	100.0	.....
South Bend:												
Number.....	15	20	27	45	33	29	27	26	63	270	8.85	
Per cent.....	100.0	7.4	10.0	16.7	12.3	10.7	10.0	9.6	23.3	100.0	.....
La Fayette:												
Number.....	8	11	28	53	42	24	16	7	24	27	232	7.19
Per cent.....	100.0	4.7	12.1	22.8	18.1	10.4	6.9	3.0	10.4	11.6	100.0	.....
Total, 6 cities:												
Number.....	100	120	459	381	542	327	333	159	286	419	3,034	7.56
Per cent.....	71.4	4.0	15.1	12.6	17.9	10.8	11.0	5.2	9.4	13.8	100.0	.....
Muncie:												
Number.....	13	20	30	27	26	9	10	7	18	15	162	6.82
Per cent.....	100.0	12.3	18.5	16.7	16.0	5.6	6.2	4.3	11.1	9.3	100.0	.....
Hammond:												
Number.....	4	4	8	34	45	23	12	2	10	9	147	6.75
Per cent.....	100.0	2.8	5.4	23.1	30.6	15.6	8.2	1.4	6.8	6.1	100.0	.....
Richmond:												
Number.....	14	13	36	15	17	15	15	8	23	12	154	6.58
Per cent.....	100.0	8.4	23.4	9.7	11.0	9.8	9.8	5.2	14.9	7.8	100.0	.....
New Albany:												
Number.....	9	15	24	10	9	6	9	3	11	5	92	6.20
Per cent.....	100.0	16.4	26.1	10.8	9.8	6.5	9.8	3.3	11.9	5.4	100.0	.....
Grand total:												
Number.....	140	172	557	467	639	380	379	179	348	460	3,589	7.44
Per cent.....	100.0	4.8	15.5	13.0	17.8	10.6	10.6	5.0	9.7	12.8	100.0	.....

¹ One establishment employing 8 women did not report individual earnings.

TABLE 26.—WEEKLY RATES OF PAY FOR SALESWOMEN IN 135 ESTABLISHMENTS AS AFFECTED BY THE COMMISSION SYSTEM, ACCORDING TO EMPLOYERS' REPORTS.

Cities.	All establishments.				Establishments paying commissions and reporting amounts paid.			
	Number.	Number of sales-women represented.	Average weekly rate of pay without commissions.	Average weekly rate of pay with commissions.	Number.	Number of sales-women represented.	Average weekly rate of pay without commissions.	Average weekly rate of pay with commissions.
Indianapolis.....	26	1,366	\$7.66	\$8.53	5	557	\$7.63	\$9.77
Terre Haute.....	13	409	7.51	7.62	3	118	6.92	7.39
Evansville.....	22	355	6.32	6.37	2	83	5.90	6.13
Fort Wayne.....	13	336	7.69	7.70	1	6	8.67	9.33
South Bend.....	13	239	9.05	9.74	6	180	9.86	10.76
La Fayette.....	8	232	7.19	7.26	2	98	7.04	7.21
Total, 6 cities..	95	2,937	7.56	8.05	19	1,042	7.75	9.13
Muncie.....	13	162	6.82	6.82				
Richmond.....	14	154	6.98	6.98				
New Albany.....	9	92	6.20	6.20				
Hammond.....	4	147	6.75	7.50	1	74	7.16	8.66
Grand total....	135	3,492	7.43	7.86	20	1,116	7.62	9.10

¹ Not including 5 establishments which employed 97 saleswomen and paid 52 of them on commission plan, but which did not report amount paid in commissions. Two of these establishments were in Indianapolis, 2 in South Bend, and 1 in Fort Wayne.

² Of these only 665 received commissions.

TABLE 27.—NUMBER AND PER CENT OF SALESWOMEN IN DEPARTMENT AND OTHER RETAIL STORES OF 6 CITIES WHO REPORTED EACH CLASSIFIED WEEKLY RATE OF PAY, NUMBER AND PER CENT RECEIVING COMMISSIONS, AND AVERAGE WEEKLY RATE OF PAY AND EARNINGS.

Cities.	Number and per cent of women receiving—										Total re- port- ing.	Aver- age weekly rate of pay.	Re- ceiv- ing com- mis- sions.	Aver- age weekly earn- ings.
	Un- der \$4.	\$4 to \$4.99.	\$5 to \$5.99.	\$6 to \$6.99.	\$7 to \$7.99.	\$8 to \$8.99.	\$9 to \$9.99.	\$10 to \$11.99.	\$12 and over.					
Indianapolis:														
Number.....	4	34	13	30	18	14	8	19	29	1 169	\$7.99	66	\$8.95	
Per cent.....	2.4	20.1	7.7	17.8	10.7	8.3	4.7	11.2	17.2	100.0		39.1		
Terre Haute:														
Number.....	9	8	14	8	9	8	7	5	10	2 78	7.23	5	7.30	
Per cent.....	11.5	10.3	17.9	10.3	11.5	10.3	9.0	6.4	12.8	100.0		6.4		
Evansville:														
Number.....	17	15	14	16	9	5	3	6	6	3 91	6.25	3	6.29	
Per cent.....	18.7	16.5	15.4	17.6	9.9	5.5	3.3	6.6	6.6	100.0		3.3		
Fort Wayne:														
Number.....	7	4	8	7	7	7	1	6	8	4 48	7.98	4	8.10	
Per cent.....	14.6	8.3	16.7	14.6	14.6	14.6	2.1	12.5	16.7	100.0		8.3		
South Bend:														
Number.....	6	3	7	5	4	4	1	3	5	5 34	7.48	17	8.47	
Per cent.....	17.6	8.8	20.6	14.7	11.8	11.8	2.9	8.8	14.7	100.0		50.0		
La Fayette:														
Number.....	3	1	7	1	1	1	2	3		6 18	6.79		6.71	
Per cent.....	16.7	5.6	38.9	5.6	5.6	5.6	11.1	16.7		100.0				
Total:														
Number....	33	70	49	76	49	39	22	42	58	7 438	7.38	95	8.14	
Per cent....	7.5	16.0	11.2	17.4	11.2	8.9	5.0	9.6	13.2	100.0		19.2		

¹ Not including 39 who did not report rate of pay.

² Not including 1 who did not report rate of pay.

³ Not including 3 who did not report rate of pay.

⁴ Not including 4 who did not report rate of pay.

⁵ Not including 6 who did not report rate of pay.

⁶ Not including 4 who did not report rate of pay.

⁷ Not including 57 who did not report rate of pay.

⁸ Based on total number of saleswomen reporting, namely, 495.

Table 27 shows the influence of supplemental commission earnings upon the average rates of pay of all saleswomen. As less than one-fifth of the saleswomen received commissions, the average rates of pay represent the maximum that four out of five saleswomen could earn. Although it was not possible to separate amounts paid in commissions from that paid in P. M.'s when both were reported by individuals, whenever P. M.'s alone were reported—and there were less than a dozen of such cases—the amounts were negligible. Of the 95 saleswomen who received commissions, 84 reported both rates of pay and average weekly earnings. For these 84 the average rate of pay was \$7.64; the average earnings \$9.76, or an increase of \$2.12.

This is remarkably in accord with the showing on Table 26, which summarizes the reports from employers on the same subject. Although there were 1,116 saleswomen in the 20 stores adopting the commission system, affecting the average rates of pay by \$1.48 a week, as is there shown, if the amount paid in commissions each week during the year was distributed only among the 665 women whom the pay rolls for a representative week showed to be actually receiving commissions, the amount per saleswoman would have been \$2.48 a week, or 36 cents more than the individual reports show. The discrepancy would be increased somewhat by the P. M.'s, but, as heretofore explained, the results would not be materially changed.

TABLE 28.—NUMBER AND PER CENT OF ESTABLISHMENTS PAYING P. M.'S AND THE AVERAGE WEEKLY AMOUNT PAID IN P. M.'S PER SALESWOMAN.

["P. M.'s" are premiums on sales of old stock or of high-priced stock.]

Cities.	Total estab- lish- ments.	Total sales- women.	Establishments reporting P. M.'s.				Establishments reporting amount paid in P. M.'s (sepa- rate from com- missions) dur- ing 1913.		Aver- age weekly amount paid in P. M's per sales- woman.
			Num- ber.	Per cent of total.	Saleswomen.		Num- ber.	Sales- women repre- sented.	
					Num- ber.	Per cent of total.			
Indianapolis.....	28	1,423	16	57.1	1,064	74.8	5	245	\$0.48
Terre Haute.....	13	409	5	38.5	244	50.7	5	214	.17
Evansville.....	22	355	5	22.7	126	35.5	3	57	.22
Fort Wayne.....	14	345	6	42.9	68	19.7	2	7	.57
South Bend.....	15	270	3	20.0	61	22.6	.....	.....	.....
La Fayette.....	8	232	4	50.0	141	60.8	4	141	.27
Total, 6 cities.....	100	3,034	39	39.0	1,704	56.2	19	694	.31
Muncie.....	13	162	2	15.4	67	41.4	1	21	.04
Hammond.....	4	147	2	50.0	118	80.3	1	44	.19
Richmond.....	14	154	.....	.....	.....	.....	.....	.....	.....
New Albany.....	9	92	1	11.1	52	56.5	1	52	.02
Grand total.....	140	3,589	44	31.4	1,941	54.1	22	811	.27

¹ Total for 6 cities in which individual schedules were taken.

² Fourteen of these establishments pay commissions also and are included in Table 26.

³ Five of these establishments pay commissions also and are included in Table 26.

19.—CLASSIFIED WEEKLY EARNINGS OF 495 SALESWOMEN EMPLOYED IN DEPARTMENT AND OTHER RETAIL STORES IN 6 CITIES.

Cities.	Saleswomen whose weekly earnings were—									Total saleswomen.	Average weekly earnings.
	Under \$4.	\$4 to \$4.99.	5 to \$5.99.	\$6 to \$6.99.	\$7 to \$7.99.	\$8 to \$8.99.	\$9 to \$9.99.	\$10 to \$11.99.	\$12 and over.		
polis:											
number.....	5	32	14	25	24	16	16	24	41	197	\$3.96
percent.....	2.5	16.2	7.1	12.7	12.2	8.1	8.1	12.2	20.8	100.0	.....
saute:											
number.....	9	13	9	8	10	8	10	3	9	79	7.39
percent.....	11.4	16.4	11.4	10.1	12.7	10.1	12.7	3.8	11.4	100.0	.....
ille:											
number.....	20	17	12	16	7	6	2	4	8	92	6.29
percent.....	21.7	18.5	13.0	17.4	7.6	6.5	2.2	4.3	8.7	100.0	.....
ayne:											
number.....	1	6	7	7	6	7	1	7	10	52	8.19
percent.....	1.9	11.5	13.5	13.5	11.5	13.5	1.9	13.5	19.2	100.0	.....
tend:											
number.....		7	6	3	7	4	2	3	8	40	8.47
percent.....		17.5	15.0	7.5	17.5	10.0	5.0	7.5	20.0	100.0	.....
ette:											
number.....	3		3	8	3		2	3		22	6.71
percent.....	13.6		13.6	36.4	13.6		9.1	13.7		100.0	.....
total:											
Number.....	38	75	51	67	57	41	33	44	76	482	8.14
Per cent.....	7.9	15.6	10.6	13.9	11.8	8.5	6.8	9.1	15.7	100.0	.....

EARNINGS BY DEPARTMENTS AND OCCUPATION GROUPS.

Saleswomen.

at different departments have at present different requirements of experience and ability and that they pay very different wages recognized by both employers and employees. In the departments where the margin of profit and the gross sales are small and the experience required more or less limited, the wages are correspondingly

Where the sales run high and the margin of profit is larger, the requirements as to skill more exacting, the department pays higher wages and "can afford" to do so and still keep its selling price low. But the wear and tear on the saleswomen is often as much as in the low-paid as in the high-paid departments, and the cost of living probably does not vary to any extent except, perhaps, in the department, where the saleswoman must usually dress better than the girl behind the counter. The following table, compiled from information given by individuals as to their weekly earnings and average gross sales, shows the relative earnings of individual saleswomen in the various departments. It shows the highest paid department paying more than twice the wages of the lowest paid departments. These high-paying departments are, to be sure, getting older women with the most experience, while the departments that pay low wages take the younger women who have had less experience.

The obvious conclusion that operating expenses would be reduced by employing more experienced women in all departments is not in

accord with the facts, however. There are departments where the effect of skill and experience is limited by the nature of the good. Experience or skill in persuasion are not large factors in swelling the daily sales in such things as thread, needles, buttons, or hooks and eyes, and experience and skill in salesmanship would therefore be "waste of power" in these departments. This situation brings into sharp relief a vital question, viz, where efficiency is not a considerable factor, what should determine the wage level?

TABLE 30.—AVERAGE EARNINGS, AGE, AND EXPERIENCE OF 486 SALESWOMEN, IN SPECIFIED DEPARTMENTS.

Departments.	Number of women.	Average weekly earnings.	Average years of age.	Average years of experience.
Coats, suits, and skirts.....	69	\$12.84	32.8	7.
Gloves.....	13	11.18	30.7	9.
Millinery.....	15	11.00	30.0	6.
Silks.....	9	10.81	32.2	9.
Corsets.....	11	9.72	30.2	12.
Lace, embroideries, and trimmings.....	30	9.31	28.6	7.
Books and stationery.....	5	10.16	26.8	4.
Toilet and hair goods.....	11	9.00	23.4	3.
Dress goods.....	6	8.90	31.2	8.
Muslin underwear.....	14	8.54	27.2	6.
Leather goods.....	5	8.33	22.4	7.
Waists and wash dresses.....	21	7.73	25.5	4.
Jewelry.....	14	7.56	22.9	4.
Neckwear and veilings.....	15	7.52	27.5	6.
Art goods.....	10	7.40	28.9	4.
Domestic and wash goods.....	15	7.39	25.7	5.
Hosiery and knit underwear.....	21	7.26	29.7	8.
Bargain tables and special sales.....	12	7.15	25.1	3.
Candy.....	5	7.10	26.0	5.
Grocery.....	8	6.83	24.3	5.
Men's furnishings and umbrellas.....	5	6.48	30.4	3.
General saleswomen.....	29	6.27	26.0	4.
Ribbons.....	6	5.67	22.2	3.
Notions.....	27	5.66	23.0	5.
5 and 10 cent stores.....	99	4.68	19.9	2.
Not reported.....	11	5.53	22.8	5.

¹ Includes 1 who also buys.

² Reported for 14 only.

³ Reported for 10 only.

⁴ Reported for 20 only.

⁵ Reported for 11 only.

⁶ Reported for 6 only.

⁷ Reported for 7 only.

⁸ Reported for 98 only.

Workrooms.

As the commission and premium systems affect the saleswomen only, and as the prevailing and average rate of pay for the stores in the 10 cities do not differ materially from those in the 6 from which individual schedules were secured, the general rates of pay of women in all other occupations as reported by employers may be compared directly with the actual full-time earnings reported by individual saleswomen. The women in the alteration or millinery workrooms, according to employers' reports, were 17 per cent of the total number of women employed in the 140 establishments. Of the women personally interviewed, only 64, or 9 per cent, were in this group, but the average rates as reported by employers and earnings reported by individual saleswomen were very close, the former being \$9.72 (Table 28) and the latter \$9.79 (Table 29). According to both reports the largest group is receiving \$12 and over, a marked contrast to the other occupations.

The women here are also decidedly older than in any other occupation, the average being 31½ years.

TABLE 31.—CLASSIFIED WEEKLY RATES OF PAY OF WOMEN EMPLOYED IN ALTERATION AND MILLINERY WORKROOMS OF DEPARTMENT AND OTHER RETAIL STORES IN 10 CITIES, AS SHOWN BY PAY ROLLS FOR A REPRESENTATIVE WEEK.

Cities.		Establishments having work-rooms.	Women receiving weekly rates of—									Total women.	Average rate of pay.
			Under \$4.	\$4 to \$4.99.	\$5 to \$5.99.	\$6 to \$6.99.	\$7 to \$7.99.	\$8 to \$8.99.	\$9 to \$9.99.	\$10 to \$11.99.	\$12 and over.		
Indianapolis:													
Number.....		19	8	10	19	32	75	102	82	87	130	545	\$9.99
Per cent.....		67.9	1.4	1.8	3.5	5.9	13.8	18.7	15.0	16.0	23.9	100.0	.....
Terre Haute:													
Number.....		7	2	.....	2	12	21	4	15	16	19	91	9.64
Per cent.....		53.8	2.2	.....	2.2	13.2	23.1	4.4	16.5	17.6	20.8	100.0	.....
Evansville:													
Number.....		9	2	4	5	15	11	7	4	9	14	71	8.55
Per cent.....		40.9	2.8	5.6	7.1	21.1	15.5	9.9	5.6	12.7	19.7	100.0	.....
Fort Wayne:													
Number.....		10	.....	.....	1	3	17	13	8	16	12	70	9.66
Per cent.....		71.4	.....	.....	1.4	4.3	24.3	18.6	11.4	22.9	17.1	100.0	.....
South Bend:													
Number.....		11	.....	1	3	5	8	10	12	9	21	69	10.86
Per cent.....		73.3	.....	1.5	4.3	7.3	11.6	14.5	17.4	13.0	30.4	100.0	.....
Muncie:													
Number.....		10	1	3	7	6	8	5	5	7	10	52	8.82
Per cent.....		76.9	1.9	5.8	13.5	11.5	15.4	9.6	9.6	13.5	19.2	100.0	.....
Hammond:													
Number.....		2	.....	.....	3	.....	.....	.....	2	1	4	10	12.00
Per cent.....		50.0	.....	.....	30.0	.....	.....	.....	20.0	10.0	40.0	100.0	.....
La Fayette:													
Number.....		7	3	2	6	15	11	8	2	8	7	62	8.05
Per cent.....		87.5	4.8	3.2	9.7	24.2	17.8	12.9	3.2	12.9	11.3	100.0	.....
Richmond:													
Number.....		8	.....	.....	.....	1	6	1	1	1	6	16	10.16
Per cent.....		57.1	.....	.....	.....	6.25	37.5	6.25	6.25	6.25	37.5	100.0	.....
New Albany:													
Number.....		3	.....	.....	1	2	1	.....	2	1	1	8	8.38
Per cent.....		33.3	.....	.....	12.5	25.0	12.5	.....	25.0	12.5	12.5	100.0	.....
Total:													
Number.....		86	16	20	47	91	158	150	133	155	224	994	9.72
Per cent.....		61.4	1.6	2.1	4.7	9.1	15.9	15.1	13.4	15.6	22.5	100.0	.....

TABLE 32.—CLASSIFIED WEEKLY EARNINGS OF WOMEN EMPLOYED IN ALTERATION DEPARTMENT IN 6 CITIES, AS REPORTED BY EMPLOYEES.

Cities.	Women whose weekly earnings were—										Total women.	Average weekly earnings.
	Under \$1.	\$4 to \$4.99	\$5 to \$5.99	\$6 to \$6.99	\$7 to \$7.99	\$8 to \$8.99	\$9 to \$9.99	\$10 to \$11.99	\$12 and over.	Not reported.		
Indianapolis.....		1	2		2	5		4	7	1	22	\$9.77
Terre Haute.....			1		2			1	8		12	12.28
Evansville.....	2		3	3	2	2		3	1		16	7.16
Fort Wayne.....								1	2		3	13.60
South Bend.....		1		2			2	2	2		9	9.33
La Fayette.....							1		1		2	12.50
Total:												
Number.....	2	2	6	5	6	7	3	11	21	1	64	9.79
Per cent.....	3.1	3.1	9.4	7.8	9.4	10.9	4.7	17.2	32.8	1.6	100.0	

Cash girls, bundle wrappers, etc.

As would be expected, the earnings of this group are the lowest. From the report of the employers, 611, or 10.4 per cent, of the female employees are in this group. The ages of these girls range from 14

to 17 years, the average being 15. Their average rate of pay is \$3.81, almost half of them receiving from \$3 to \$3.99.

Of the employees interviewed, 65, or 9.1 per cent, were in *this* group of employees. The average weekly earnings reported by them was \$3.15 (see Table 30)—somewhat lower than the pay roll average. It may be stated here that in a number of instances girls in this group were interviewed who reported a lower wage than *any* reported by the store in which they were working. For example, in one store the lowest wage shown by the pay roll was \$3, while a number of bundle wrappers from that same store reported a weekly rate of \$2.40.

TABLE 33.—CLASSIFIED WEEKLY RATES OF PAY OF SPECIFIED FEMALE EMPLOYEES IN 140 DEPARTMENT AND OTHER RETAIL STORES IN 10 CITIES, AS SHOWN BY ESTABLISHMENT PAY ROLLS.

Cities.	Cash girls, messengers, bundle wrappers, packers, inspectors, and stock girls.						Office employees.		Buyers and other employees.			
	Weekly rate of pay.					Total number.	Average rate of pay.	Number.	Average rate of pay.	Number.	Range of rates of pay.	Average rate of pay.
	Under \$3.	\$3 to \$3.99	\$4 to \$4.99	\$5 to \$5.99	\$6 and over.							
Indianapolis	6	198	82	16	26	328	\$3.85	285	\$8.33	28	\$6.00-\$76.92	\$25.87
Terre Haute	43	29	14	11	5	102	3.33	52	8.07	23	\$6.00-\$50.00	19.54
Evansville	3	14	6	1	.....	24	3.31	29	7.45	15	\$4.00-\$30.00	14.50
Fort Wayne .....	.....	3	2	1	.....	7	4.14	38	9.34	25	10.00-40.00	18.47
South Bend .....	.....	39	17	6	3	65	3.66	44	10.90	9	7.00-26.00	17.08
Muncie	20	2	1	1	18	41	4.66	25	8.24	8	4.00-25.00	15.00
Hammond .....	.....	11	14	1	7	33	4.44	12	7.67	5	15.00-30.00	21.60
La Fayette .....	.....	.....	2	.....	.....	2	4.25	22	9.05	4	6.00-13.00	10.00
Richmond .....	.....	.....	.....	1	.....	1	5.00	24	8.71	3	.....	9.83
New Albany	2	5	.....	1	.....	8	3.67	12	6.96	.....	.....	.....
Total	74	301	138	38	60	611	3.81	543	8.53	120	4.00-76.92	19.20

Office and other employees.

Nine per cent of the women reported by employers and 11 per cent of the individuals interviewed were employed in the office force. The average rate of pay, as shown by pay-roll data, was \$8.53. (Table 30.) The individuals reported average earnings somewhat higher—\$9.23. (Table 31.) The average age of this group was 23 years.

In the small group shown in the table as "Other employees" (2 per cent for the employers and 1.5 per cent for the individuals) are gathered all the miscellaneous employees not heretofore considered, such as telephone operators, floor supervisors, store matrons, etc. In the pay-roll reports buyers are included in this group, but among the individuals no buyers were interviewed who were not also saleswomen and who would not therefore be classed in that group. This will account for the wide divergence in earnings, which, in view of this small number involved and the difference in classifications, is of no significance.

TABLE 34.—CLASSIFIED WEEKLY EARNINGS OF SPECIFIED FEMALES EMPLOYEES IN DEPARTMENT AND OTHER RETAIL STORES IN 6 CITIES, AS REPORTED BY EMPLOYEES.

Cities.	Cash girls, messengers, bundle wrappers, inspectors, and stock girls.					Office employees.		Other employees.	
	Weekly earnings.					Total number.	Average weekly earnings.	Number.	Average weekly earnings.
	Under \$3.	\$3 to \$3.99.	\$4 to \$4.99.	\$5 to \$5.99.	\$6 to \$6.99.				
Indianapolis.....	11	35	5	.....	.....	51	\$3.24	43	\$8.95
Terre Haute.....	4	.....	.....	.....	.....	4	2.11	6	8.72
Evansville.....	3	2	1	.....	.....	6	2.85	13	7.78
Fort Wayne.....	.....	.....	.....	.....	.....	.....	.....	3	12.18
South Bend.....	1	3	.....	.....	.....	4	3.41	9	11.95
La Fayette.....	.....	.....	.....	.....	.....	.....	.....	2	7.94
Total:									
Number.....	19	40	6	.....	.....	65	3.15	76	9.23
Per cent.....	29.2	61.6	9.2	.....	.....	100.0		11	6.25

¹ Not including earnings of 5, not reported.² Not including earnings of 1, not reported.³ Not including earnings of 6, not reported.**EARNINGS RELATED TO AGE AND EXPERIENCE.**

Just what bearing age and experience have on the earnings of the women studied in Indiana is shown by the table following, in which the average earnings are given for 10 different age groups, by years of experience.

TABLE 35.—AVERAGE WEEKLY EARNINGS, BY SPECIFIED AGES AND YEARS OF EXPERIENCE, AS REPORTED BY 684 WOMEN EMPLOYEES OF THE DEPARTMENT AND OTHER RETAIL STORES IN SIX CITIES.

Years of experience.	Age groups.									
	14 and under 16.		16 and under 18.		18 and under 22.		22 and under 25.		25 and under 30.	
	Num-ber.	Aver-age earnings.	Num-ber.	Aver-age earnings.	Num-ber.	Aver-age earnings.	Num-ber.	Aver-age earnings.	Num-ber.	Aver-age earnings.
Under 1 year.....	¹ 45	\$3.12	45	\$4.25	¹ 29	\$5.74	11	\$5.28	7	\$6.19
1 year.....	4	2.98	29	4.42	15	5.55	9	7.94	6	6.12
2 years.....	14	4.09	22	5.20	¹ 5	8.66	6	9.51
3 years.....	3	3.27	28	6.77	12	7.39	7	7.85
4 years.....	2	6.17	25	6.63	7	7.47	3	7.32
5 years.....	1	5.00	15	7.71	11	9.15	15	7.84
6 years.....	11	6.58	11	7.88	¹ 14	10.17
7 years.....	7	6.43	6	7.86	4	9.13
8 years.....	18	6.35	18	8.57	¹ 8	13.25
9 years.....	1	6.35	3	8.31	² 7	7.84
10 years.....	³ 1	9.00	21	11.25
11 years.....	1	6.30	.....	.....	¹ 3	11.28
12 years.....	¹ 5	12.43
13 years.....	6	11.43
14 years.....	1	11.00
15 years.....	¹ 7	10.55
16 years.....	1	14.00
17 years.....	2	11.93
18 years.....
19 years.....
20 years.....	2	11.37
21 to 29 years.....
30 years and over.....
Total.....	¹ 49	3.11	94	4.30	¹ 154	6.26	⁴ 94	7.83	⁵ 113	9.59
									⁶ 70	9.90

¹ Not including 1 earnings not reported.² Not including 1 buyer, salary \$50 per week.³ Not including 2 earnings not reported.⁴ Not including 3 earnings not reported.⁵ Not including 4 earnings not reported, 2 experience not reported, and 1 buyer.⁶ Not including 5 earnings not reported and 1 experience not reported.

TABLE 35.—AVERAGE WEEKLY EARNINGS, BY SPECIFIED AGES AND YEARS OF EXPERIENCE, AS REPORTED BY 684 WOMEN EMPLOYEES OF THE DEPARTMENT AND OTHER RETAIL STORES IN SIX CITIES—Concluded.

Years of experience.	Age groups.									
	35 and under 40.		40 and under 50.		50 and under 60.		60 and over.		Total.	
	Num-ber.	Aver-age earn-ings.	Num-ber.	Aver-age earn-ings.	Num-ber.	Aver-age earn-ings.	Num-ber.	Aver-age earn-ings.	Num-ber.	Aver-age earn-ings.
Under 1 year.....	6	\$11.39	6	\$8.22					1 155	\$4.90
1 year.....	1	7.92	2	7.50					71	5.44
2 years.....	3	8.89	2	9.28	1	\$7.40			58	6.21
3 years.....	1	14.00	1	7.50					55	7.03
4 years.....	4	12.91	2	13.70					45	7.70
5 years.....	3	9.22	5	19.12					57	9.28
6 years.....	4	10.03							46	8.81
7 years.....	4	12.89	1	15.00			1	\$20.00	26	10.03
8 years.....	3	12.00	4	7.98					39	9.75
9 years.....	5	9.22			2	11.00			18	9.05
10 years.....	1	16.00	4	11.75	1	14.29			35	11.25
11 years.....	3	13.14	2	11.00					11	11.00
12 years.....	5	11.34	3	17.06					15	13.33
13 years.....	2	11.53	2	11.75					11	11.54
14 years.....	2	7.96	2	10.50					8	10.68
15 years.....	2	11.55	2	9.63					11	10.57
16 years.....	1	15.00	1	12.00					3	13.67
17 years.....									2	11.93
18 years.....	1	16.00	3	12.74					4	13.56
19 years.....										
20 years.....			1	10.00					3	10.91
21 to 29 years.....	1	7.00	5	11.03	1	9.50			7	10.23
30 years and over.....			1	10.00	1	8.21	2	17.00	4	13.06
Total.....	52	11.20	49	11.62	6	10.23	3	18.00	684	7.74

¹ Not including 2 earnings not reported and 1 age not reported.² Not including 1 earnings not reported.³ Not including 2 earnings not reported.⁴ Not including 1 buyer and 1 age not reported.⁵ Not including 4 earnings not reported.⁶ Not including 1 age not reported.⁷ Not including 2 earnings not reported and 1 experience not reported.⁸ Not including 18 earnings not reported, 4 age not reported, 4 experience not reported, and 1 buyer whose salary was \$50 per week.

The influence of age is immediately apparent. The average earnings of the girls 14 to 16 years were only \$3.11, but with every succeeding age group the earnings steadily increased up to the group 40 to 49 years of age, whose earnings averaged \$11.62. Here they dropped, the average earnings of the group 50 and under 60 being \$10.23. As only 9 women are reported in this and in the remaining age group and as most of them were women of exceptional ability, in responsible positions, the averages can be of no real significance. The showing indicates, however, that between 40 and 49 years of age, if not before,¹ the majority of women in the department or retail stores have reached the height of their earning power. It is true that the majority of women do not stay in the stores until they reach that age, and also that there are exceptional women over 45 years

¹ Although not brought out by this table, a study of the schedules of the women in the group 40 and under 50 years of age shows that the average earnings of those 40 and under 45 were \$12.31, while the earnings of these 45 and under 50 dropped to \$9.74.

who continue to maintain their earnings or even increase them up to 55 or 60 years of age.

Looking at the younger age groups, it will be seen that not until the group 22 and under 25 years of age is reached do the earnings reach the average which is given for all women considered, and not until the age group 25 and under 30 is reached do the average earnings reach \$9.

When the earnings are considered in relation to experience, a general increase is shown with increasing years of experience, but with some irregularities. These irregularities are probably due in part to the small numbers. The fact that the increase of earnings with years of experience appears less regular in this table than the increase of earnings according to age groups may be due largely, or even entirely, to the fact that the earnings according to experience are presented by single years, while earnings according to age are presented by age groups of 2, 3, 4, 5, and 10 years, which would, of course, tend to smooth out irregularities.

The relation between the earnings and years of experience by age groups is not evident. The numbers that go to make up the table are too small, however, to be used as evidence that no direct relation exists between the earnings and the experience in any given age group. The total does show more significant figures, as here the earnings increase for each year of experience up to five years. It may be said of all age groups, including the total, that the second five years of experience show uniformly higher earnings than the first, and the third five years higher earnings than the second.

DURATION OF EMPLOYMENT AND UNEMPLOYMENT.

The average number of weeks worked in department and other retail stores reported by store employees was 39½. The different cities did not vary much from this average, the entire range being only from 37½ weeks to 43½ weeks. Wherever vacation with pay was reported, the number of weeks for which pay was received have been included in the number of weeks worked. Of the 711 women reported, 22 per cent were women who had had less than one year's experience in stores. This is 4 per cent higher than the per cent of women of less than a year's experience in the garment factories. These women reporting less than a year's experience in the stores were not exclusively the younger ones, the ages ranging from 14 to 49 years, and nearly 25 per cent being women over 21 years of age. Of the women reporting one or more years of experience, approximately 78 per cent worked 44 or more weeks. It seems that the stores had a larger proportion of inexperienced workers than the garment factories, but offered more steady employment to those who remained in the employment.

The following table shows the number of women of more than one year's experience working specified number of weeks:

TABLE 36.—WEEKS OF EMPLOYMENT DURING THE YEAR, AS REPORTED BY 551 WOMEN HAVING ONE OR MORE YEARS OF EXPERIENCE IN DEPARTMENT AND OTHER RETAIL STORES IN 6 CITIES.

Cities.	Number reporting.	With 1 or more years' experience.	Number reporting specified weeks of employment during the year.								
			Under 26 weeks.	26 and under 32 weeks.	32 and under 36 weeks.	36 and under 40 weeks.	40 and under 44 weeks.	44 and under 48 weeks.	48 and under 50 weeks.	50 to 52 weeks.	Weeks not reported.
Indianapolis...	331	236	24	4	5	8	22	16	90	66	1
Terre Haute...	104	82	3	3	1	3	3	10	33	26	.....
Evansville...	129	111	9	3	1	1	5	12	47	32	1
Fort Wayne...	58	46	4	4	1	1	1	1	22	12	.....
South Bend...	63	56	3	4	1	1	3	13	23	11	2
La Fayette...	26	23	2	1	1	2	.....	1	6	10	.....
Total:											
Number.	711	554	45	15	9	16	34	53	221	157	4
Per cent.	100.0	77.9	8.1	2.7	1.6	2.9	6.1	9.6	39.9	23.4	0.7

Of the 711 women reporting in the stores, a considerable number had begun to work for the first time during the year covered by this investigation. In figuring the number of possible weeks of work, as shown on the table below, all the weeks in the year prior to any individual's first employment have been omitted, and such individuals, if they had no other unemployment, have not been considered unemployed. This leaves for the 711 women a total of 33,929½ weeks to be accounted for by employment in stores, by other employment, or by unemployment. Eighty-two and nine-tenths per cent of this time was spent in employment in stores, 3.2 per cent in other employment, and 13.9 per cent in actual unemployment.

TABLE 37.—NUMBER OF WEEKS OF EMPLOYMENT IN STORES, IN OTHER INDUSTRIES, AND NUMBER OF WEEKS OF UNEMPLOYMENT FOR THE YEAR 1913, REPORTED BY 711 WOMEN EMPLOYED IN DEPARTMENT AND OTHER RETAIL STORES IN 6 CITIES.

Cities.	Women reporting.	Number of possible weeks of work. ¹	Weeks worked in department and other retail stores.		Work in other employment.				Unemployment.			
			Number.	Per cent.	Women reporting.		Weeks.		Women reporting.		Weeks.	
					Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.
Indianapolis....	331	15,319½	12,400½	80.9	51	15.4	561½	3.7	206	62.2	2,357½	15.4
Terre Haute....	104	4,977½	4,247½	85.3	9	8.7	141½	2.9	70	67.3	588½	11.8
Evansville....	129	6,346½	5,430½	85.6	9	7.0	139	2.2	97	75.2	777	12.2
Fort Wayne....	58	2,825	2,252½	79.7	8	13.8	129	4.6	47	81.0	443½	15.7
South Bend....	63	3,108½	2,727½	87.7	4	6.3	82	2.7	50	79.4	296½	9.6
La Fayette....	26	1,352	1,067½	78.9	1	3.8	27	2.0	23	88.5	257½	19.1
Total.....	711	33,929½	28,125½	82.9	82	11.5	1,080	3.2	493	69.3	4,723½	13.9

¹ As a number of women did not begin working until after the first of the year, the possible weeks of work are less than 52 times the number reporting.

OTHER EMPLOYMENT.

"Other employment" was reported by 82, or 11.5 per cent, of the women in stores and was of a varied character. The principal occupations taken up were office work, millinery, telephone operating, housework, and storekeeping for themselves. It will be seen, however, that the general tendency of the women was to keep to an occupation or industry of the same general character as the one in which they had previously been. Only about one-third of the 82 store workers who reported other employment during the period covered by the investigation reported "factory work" as such other employment. The average duration of other employment was 13.2 weeks. This was less by nearly 3 weeks than the average amount reported among the garment-factory workers, but is, nevertheless, an amount which represents more than casual work. The women who reported other employment were not the women who were most successful in store work, as is shown by the fact that their average earnings in the stores were but \$5.15—\$2.59 lower than the average earnings of all women in the stores. Their earnings in other employment were higher than in the stores, being \$5.64, but even these earnings are still below the average for either store or factory workers. The women who report other employment average 20.5 years of age—nearly four years younger than the average. This might account for their lower earnings, but the probability still seems to be that the women seeking other employment are women who are not the most efficient in their work.

TABLE 38.—NUMBER OF WOMEN INDIVIDUALLY SCHEDULED IN DEPARTMENT AND OTHER RETAIL STORES REPORTING "OTHER EMPLOYMENT," AVERAGE DURATION OF SUCH EMPLOYMENT, AND AVERAGE WEEKLY EARNINGS THEREIN.

Cities.	Women reporting other employment.					
	Number.	Total weeks worked in other employment.	Average number of weeks per person.	Average weekly earnings in other employment.	Average weekly earnings in stores.	Average age (years).
Indianapolis.....	1 51	561½	11.0	² \$5.46	\$4.91	18.7
Terre Haute.....	9	141½	15.7	5.87	6.50	22.4
Evansville.....	³ 9	139	15.4	4.05	4.18	24.9
Fort Wayne.....	8	129	16.1	⁴ 8.19	6.61	26.6
South Bend.....	4	82	20.5	7.15	4.95	17.3
La Fayette.....	1	27	27.0	2.26	3.58	16.0
Total.....	82	1,080	13.2	⁵ 5.64	5.15	20.5

¹ Not including 1 woman earning \$110 during 12 weeks of evening work while regularly employed in the daytime, 1 woman earning \$40 by irregular home dressmaking while laid off, and 1 earning \$10 by home millinery while laid off.

² Not including 3 women not reporting earnings, 1 girl earning nothing as an apprentice, and 1 woman reporting earnings for other employment but not for regular employment.

³ Not including 1 woman earning \$18.50 doing home dressmaking while laid off.

⁴ Not including 1 woman who was hired by the month but left after 1 week's work and received no pay.

⁵ See notes to details.

UNEMPLOYMENT.

Unemployment was reported by 69.3 per cent of the women, and represented 13.9 per cent of the weeks of possible work, or a total of 4,723⁵/₇ weeks. As far as has been possible with the information available, these weeks have been grouped according to the various causes given for unemployment. This investigation, not having in its original plan any intensive study of the causes of unemployment, did not secure information on that subject with enough detail to make final conclusions warrantable from the material here presented, but the tendencies at least are plainly indicated.

TABLE 39.—AMOUNT, CAUSES, AND DISTRIBUTION OF UNEMPLOYMENT REPORTED BY 93 WOMEN FOR THE YEAR 1913 IN DEPARTMENT AND OTHER RETAIL STORES IN 6 CITIES.

Cities.	Unemployment.		Unemployment directly connected with the industry.							
			Lay off.				Other reasons.			
	Women reporting.	Weeks.	Women reporting.		Weeks.		Women reporting.		Weeks.	
			Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.
Indianapolis.....	206	2,357 ¹ / ₂	11	5.3	107 ¹ / ₂	4.6	11	0.5	18	0.3
Terre Haute.....	270	2,589 ¹ / ₂	1	1.4	8	1.3	11	1.4	20	3.4
Evansville.....	97	777	3	3.1	42	5.4				
Fort Wayne.....	447	4,443 ¹ / ₂	2	4.3	32 ¹ / ₂	7.3				
South Bend.....	50	299 ¹ / ₂	3	6.0	16	5.3				
La Fayette.....	23	257 ¹ / ₂					2	8.7	58	22.5
Total.....	7493	74,723 ⁵ / ₇	20	4.1	206	4.4	4	.8	96	1.8

Cities.	Unemployment due to personal reasons.									
	Voluntary vacation.				Illness.				Other personal reasons.	
	Women reporting.		Weeks.		Women reporting.		Weeks.		Women reporting.	
	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.
Indianapolis.....	135	65.5	318 ¹ / ₂	13.5	64	31.1	368 ¹ / ₂	15.6	115	55.8
Terre Haute.....	57	81.4	106 ¹ / ₂	18.1	14	20.0	118 ¹ / ₂	20.1	39	55.7
Evansville.....	75	77.3	164	21.1	28	28.9	94 ¹ / ₂	12.2	39	40.2
Fort Wayne.....	29	61.7	51	11.5	17	36.2	165	37.2	21	44.7
South Bend.....	38	76.0	85 ¹ / ₂	28.6	17	34.0	48 ¹ / ₂	16.3	26	52.0
La Fayette.....	16	69.6	57 ¹ / ₂	22.3	4	17.4	52	20.2	13	56.5
Total.....	350	71.0	782 ¹ / ₂	16.6	144	29.2	847 ¹ / ₂	17.9	253	51.3

¹ Voluntary vacation to avoid being laid off.

² Including 1 woman reporting 23¹/₂ weeks of unemployment but not reporting cause.

³ Blacklisted.

⁴ Including 1 woman reporting 7 weeks of unemployment but not reporting cause.

⁵ Including 1 woman reporting 2 weeks of unemployment but not reporting cause.

⁶ Strike.

⁷ Including 3 women reporting 32¹/₂ weeks of unemployment but not reporting cause.

The first group of causes of unemployment are those directly connected with the industry. Of these causes, lay offs are the most important. Two hundred and six weeks, or 4.4 per cent, of the unemployment was due to this cause. This per cent is much less than in the garment factories, where the per cent of unemployment due to lay offs was 16.6. Most of the lay off in stores was among the work-room women, for whom the dull season frequently meant periods of idleness. There was a small group of miscellaneous causes connected with the industry, representing 1.8 per cent of the unemployment and 0.8 per cent of the women reporting unemployment. These causes embraced strikes, vacation taken in order to avoid the stigma of being laid off, and the "blacklisting" of a girl so that she was unable to get work.

The largest part of the unemployment reported by the store employees was due to personal reasons and to illness of the individual. The personal reasons have been classed under two heads, "Voluntary vacation" and "Other personal causes," comprising such reasons as illness in the worker's family, conditions or responsibilities which demanded her presence at home, idleness through choice, etc. The voluntary vacation has been made to include only such time as was voluntarily taken by the worker for rest and recreation. The line of demarkation has necessarily been rather difficult to draw, but the classification has been followed as closely as possible.

Of voluntary vacation, there were 782½ weeks, or 16.6 per cent of all the unemployment. Three hundred and fifty women, or 71 per cent, reported voluntary vacation. Only 40.2 per cent of the women in the factories reported voluntary vacations, but 39.7 per cent reported lay offs. Those periods may have been taken in place of vacations for many. The average length of the voluntary vacations for the women in the stores was about two and one-fourth weeks.

In this connection it should be stated that in addition to the periods of vacation here reported there were 198½ weeks of vacation with pay reported. This time has been included under weeks worked in the stores, as the women remained on the pay rolls and received their regular pay. The following summaries show the amount and distribution of vacation or other absence with pay, as reported by the women individually scheduled, and the number of firms giving vacations with pay, as reported by employers.

The largest per cent of unemployment from any cause was that due to miscellaneous personal reasons, 2,769 weeks, or 58.6 per cent of all the unemployment being attributed to that cause. Two hundred and fifty-three women, or 51.3 per cent, reported on average of 11 weeks in this group.

The number of years of employment required to obtain vacations with pay and the duration of such vacations, as reported by the 68 department and other retail stores granting vacations with pay, are as follows:

Establishments giving vacations with pay:

Number	68
Per cent.....	48. 2

Establishments giving vacation with pay to:

All female employees.....	6
Females employed one-half year or over	8
Females employed 1 year or over	21
Females employed over 2 years.....	3
Females with duration of employment not reported.....	30

Establishments giving vacations with pay:

One week.....	58
Two weeks	8
Three weeks or over	1
Time not reported.....	1

In the above statement wherever the length of the vacation varies with the length of employment the vacation received for one year's service is given.

TABLE 40.—NUMBER OF WOMEN INDIVIDUALLY SCHEDULED REPORTING VACATIONS OR ABSENCE WITH PAY AND DURATION OF SUCH VACATIONS OR ABSENCES.

Cities.	Individuals reporting vacation with pay.		Average number of weeks' vacation with pay.	Number receiving vacations with pay. ¹					Total number reporting.
	Number.	Per cent.		Under 1 week.	1 and under 2 weeks.	2 and under 3 weeks.	3 and under 4 weeks.	4 and under 8 weeks.	
Indianapolis.....	64	19.3	1½	5	44	13	1	1	331
Terre Haute.....	43	41.4	1½	2	34	6		1	104
Evansville.....	16	12.4	1½	1	10	2	3		129
Fort Wayne.....	13	22.4	1	1	12				58
South Bend.....	14	22.2	1½	1	9	4			63
La Fayette.....	12	46.2	1	1	10	1			26
Total.....	162	22.8	1½	11	119	26	4	2	711

¹ Includes women receiving pay for occasional absence amounting to a week or more.

Unemployment Due to Illness.

Eight hundred and forty-seven and one-twelfth weeks, or 17.9 per cent, of the unemployment reported was due to the illness of the worker, 144, or 29.2 per cent, of the women giving this as the cause of all or part of their unemployment. It should be said that the illness here recorded is not a matter of medical record, and that a physician's word was not required to substantiate the reports of the individuals as to days lost through sickness. These methods were not adopted, first, because, while the original plans of the investiga-

tion contemplated a careful measurement of the amount of unemployment, they did not contemplate (because resources would not permit) more than a general survey of the causes of unemployment. Second, had time and resources permitted a search for cases of illness certified to by physicians, it is certain that some consideration would have to be given to unemployment due to illness in cases where no physician was called. That there are a considerable number of such cases there is little question, and the time lost thereby means lost earnings. The investigating agents therefore discussed carefully with each individual the amount of time lost during the year 1913, taking down the causes for each period of unemployment. There may be some overestimates of time lost through illness, but it is probable that such overestimates are more than offset by the fact that the occasional days of absence (through illness or for other reasons) scattered over the period of employment, were not counted in the period of unemployment.¹

What the relation is between the industries studied and the rate of illness, what the normal expectation of illness is for women in a given industry, and what is the average duration of illness for the industry as a whole are questions which can not be answered from figures submitted in this report; neither are there any statistics available in this country by which to judge of the significance of such figures as are here presented.

There are, however, figures taken from the "Leipzig Local Sick Fund,"² covering 34,262 women employed as office help and saleswomen, which would seem to afford a fair comparison with the figures for the Indiana store employees. The figures for Indiana and Leipzig are therefore printed together in the following table. Inasmuch as this table should include all illness reported, in order to make it more comparable with the German figures, a few weeks of illness which were not included in the table of unemployment, as they were paid for, and therefore classed under weeks of employment in stores have been added to this table to make it as complete a record as possible of the illness reported by the women in the Indiana stores.

¹ See method of computing time worked, pp. 11 and 12.

² Twenty-fourth Annual Report of the Commissioner of Labor, p. 1336.

TABLE 41.—RATE OF SICKNESS AMONG 711 WOMEN EMPLOYED IN DEPARTMENT AND OTHER RETAIL STORES IN 6 INDIANA CITIES COMPARED WITH THAT SHOWN BY THE "LEIPZIG LOCAL SICK FUND."

Age groups.	Women in Indiana stores.					Office employees, saleswomen, etc., reported by the Leipzig Local Sick Fund (compulsory members).				
	Total number scheduled.	Cases of sickness.	Average duration of each case of sickness (days).	Rate per 1,000.		Number under observation 1 year.	Cases of sickness.	Average duration of each case of sickness (days).	Rate per 1,000.	
				Cases of sickness.	Days of sickness.				Cases of sickness.	Days of sickness.
Under 15 years.....						242	57	20.4	235.5	4.806
15 and under 25 years ¹	396	82	34.3	371.0	12.727	24,943	7,066	23.4	283.3	6.625
25 and under 35 years.....	196	40	38.1	206.7	7.876	7,299	1,936	26.4	265.2	7.015
35 and under 45 years.....	89	21	15.8	236.0	3.719	1,356	290	33.0	213.9	7.049
45 and under 55 years.....	23	7	21.4	304.3	6.522	291	53	29.5	182.1	5.364
55 and under 65 years.....	3	1	54.0	333.3	18.000	81	17	49.1	209.9	10.296
65 and under 75 years.....	1					49	17	40.5	346.9	14.041
75 years and over.....						1	1	50.0	1,000.0	50.000
Age not reported.....	3	2	129.0	666.7	86.000					
Total.....	711	153	33.5	234.3	7.849	34,262	9,437	24.4	275.4	6.722

¹ The Indiana figures include in this group girls 14 and under 25 years of age.

NOTE.—In general the value of this table, so far as Indiana figures are concerned, may be said to be more in the suggestions that it offers than in any conclusive evidence that it gives. The German figures, based on thousands of women in many different industries, show a different rate of illness in every industry and show a widely different rate of illness for men and women in the same industry. These are questions on which much further information than that presented in this report is needed before any conclusions can be drawn.

The Leipzig figures are based on women who had all been in the industry a full year. In order to make the Indiana figures comparable, the number of women used to obtain the rates per 1,000 has been reduced so as not to include the number of weeks prior to any individual's first employment; that is, the number of weeks in industry for the 711 women scheduled would amount to a full year in industry for 653 women.

The actual number of women reporting illness in Indiana is so small, since the total number studied was only 711, that except for the first two or three age groups the figures are liable to be unduly influenced by any extreme case. In general, however, the rate of cases of illness seems to be lower in Indiana, but the rate of days of illness seems to be higher than in the German employment most nearly corresponding to the Indiana group. In other words, a smaller per cent of the Indiana women were ill, but they were ill for longer periods of time than the German women. In this connection it should be noted that the German rates include cases of illness which ended in death, while the Indiana figures do not, but as these amounted to only about 1 per cent, it would not greatly affect the comparison.

SICK BENEFIT AND MEDICAL AID.

The table below shows in a general way the extent to which provision is made for employees in times of illness. It is apparent from this table that while 48, or over a third, of the 140 establishments, employing 57 per cent of the women, report some provision for illness, yet only 15 of the 48 establishments report women actually receiving aid during the year covered by the investigation, and only 288, or slightly more than 15 per cent, of the women employed in such establishments received the sick benefits. Of these 15 establishments, 12, employing 180 women, report the exact number of days during which aid was given, the average for all sorts of benefit being 14½ days. It should be said in this connection that in practically all cases the employees contributed to the maintenance of the benefit associations.

TABLE 42.—SICK BENEFIT OR MEDICAL AID IN 140 DEPARTMENT AND OTHER RETAIL STORES EMPLOYING 5,920¹ WOMEN IN A REPRESENTATIVE WEEK.

Provisions.	Establishments reporting.		Women employed.		Women receiving aid.			Establishments reporting extent of aid.		
	Number.	Per cent.	Number.	Per cent.	Establishments reporting.	Number.	Per cent. ²	Number.	Women affected	Average duration of aid (days).
Benefit association.....	13	9.3	1,941	32.8	6	244	17.7	5	144	16½
Liability companies.....	2	1.4	143	2.4	1	2	2.1	1	2	3
Direct aid given by firm.....	33	23.6	1,294	21.9	8	42	10.6	6	34	6½
Total.....	48	34.3	3,378	57.1	15	288	15.4	12	180	14½

¹ Including 62 café employees not appearing in hours and earnings tables.

² The base is the number of women in the establishments reporting number of women receiving aid.

TOILET ACCOMMODATIONS, EMPLOYMENT IN BASEMENTS, AND SEATS FOR SALESWOMEN.

For reasons explained on page 91 no detailed study was made of sanitary conditions prevailing in Indiana mercantile establishments. The tables following summarize such data as were collected.

Table 43 shows that the employment of women in basements, where the ventilation is frequently poor and the light too often inadequate, is not a rare exception in Indiana. Thirty-one, or over a fifth, of the 140 stores had 12 per cent of their women employees at work in basements. In all of these basements artificial light was used.

The table indicates that, with the possible exceptions mentioned in footnotes, the toilet accommodations, so far as numbers are concerned, are not inadequate.

TABLE 43.—TOILET FACILITIES AND BASEMENT EMPLOYMENT IN 140 DEPARTMENT AND OTHER RETAIL STORES IN 10 CITIES, AS REPORTED BY EMPLOYERS.

Cities.	Establishments scheduled.	Women employees. ¹	Toilets.		Establishments employing women in basement.					
			Number of seats exclusively for women.	Average number of women per seat.	Number.	Per cent.	Women affected.		Establishments requiring artificial light in basement.	
							Number.	Per cent.	Partially.	Entirely.
Indianapolis.....	28	2,633	126	20	9	32.1	278	13.9	4	5
Terre Haute.....	13	711	38	19	3	23.1	20	4.4	1	2
Evansville.....	22	494	33	15	5	22.7	33	13.9	3	2
Fort Wayne.....	14	485	33	15	3	21.4	24	9.6	.....	3
South Bend.....	15	462	24	19	3	20.0	16	23.5	.....	3
Muncie.....	13	288	27	11	2	15.4	7	5.0	1	1
Hammond.....	4	207	20	10	2	50.0	62	34.8	.....	2
La Fayette.....	8	322	23	14	2	25.0	14	9.8	.....	2
Richmond.....	14	198	21	9	.....	.....	.....	.....	.....	.....
New Albany.....	9	120	7	17	2	22.2	4	4.3	.....	2
Total.....	140	15,920	352	17	31	22.1	458	12.0	9	22

¹ Figures taken from pay roll of a representative week and include 63 café employees not appearing in tables of hours or earnings.

² Not including 9 women in 1 establishment who may use toilets on seventh floor in office building and 2 establishments employing 76 women, number of seats not reported.

³ In 1 establishment 33 use toilets provided for customers' use.

Information was collected concerning the number of seats provided for saleswomen, but no table has been made because, without exception, the employers reported such provision. It should be said, however, that there was frequent complaint among the women that these seats could not be used even in "slack minutes" without incurring the displeasure of the management.

WOMEN EMPLOYED IN INDIANA GARMENT FACTORIES.

The garment industry employed more women than any other industry in the State, except one, the report of the State factory inspector showing approximately 6,200 women so listed. This industry in Indiana is not, however, comparable with the clothing industry as a whole, as the Indiana establishments were engaged principally in the manufacture of workingmen's cotton clothing (overalls and shirts) and cotton gloves, work that required no tailoring, and therefore employed a larger proportion of women than would be found in establishments where woollen outer clothing was made.

The work which the greater part of the women do is operating power sewing machines. Many different operations are involved in the manufacture of even the simplest garments and several kinds of machines are used, i. e., one, two, or three needle machines, buttonhole machines, or other machines for special purposes, but all machines make the same general demands upon the operator. They require a sitting position, with a slight but constant bending over the machine,

close concentration of attention on the work, and quick deft movements in handling and changing the work. The machine operation is usually all piecework. A variety of occupations not suited to piece rates are included under time-work, such as marking, sorting, inspecting, checking, timekeeping, etc., according to the needs of each individual factory.

The following summarization brings into relief the proportion of women engaged in occupations requiring a continuous position, either standing or sitting, and those which permit of an alternating position. It also shows the number of women engaged in occupations requiring the use of foot-power machines and the number operating entirely power-driven machines:

TABLE 44.—OCCUPATIONAL DEMANDS UPON WOMEN EMPLOYED IN GARMENT FACTORIES, AS REPORTED BY EMPLOYERS.

Position required by occupation.	Occupations requiring use of foot-power machines.			Occupations requiring use of power machines.			Other occupations.			Total.		
	Num-ber.	Women affected.		Num-ber.	Women affected.		Num-ber.	Women affected.		Occu-pations.	Women affected.	
		Num-ber.	Per cent.		Num-ber.	Per cent.		Num-ber.	Per cent.		Num-ber.	Per cent.
Constant standing.....	2	10	7.8	2	9	0.3	8	172	19.6	12	191	4.3
Constant sitting.....	4	85	66.4	15	3,436	99.6	8	295	33.5	17	3,816	85.7
Alternating positions.....	4	33	25.8	1	3	.1	10	412	46.9	15	448	10.0
Total.....	10	128	2.9	8	3,448	77.4	26	879	19.7	44	4,455	100.0

¹ The machine used in 1 occupation is foot controlled.

² Data for 2,106 women were not reported.

The discussion of occupational demands is limited in this report to a brief description of the general character of the equipment and nature of the work done by women because a health and sanitation survey, covering the principal women-employing industries in the State, was made by the National Health Service at the invitation of the Indiana Commission on Working Women.

In the 67 establishments from which schedules were obtained there were 6,561 women employees, approximately the total number reported as employed in the garment factories of Indiana by the census of manufactures of 1910.¹ Individual schedules were secured from 517 of these women. As with the stores, the effort was made to cover all establishments of importance in or near 10 cities and to interview individual women in 5 of the largest cities. The distribution, by cities, of establishments and individuals scheduled is shown in the subjoined table.

¹ Vol. IX, p. 328.

TABLE 45.—NUMBER OF GARMENT FACTORIES SCHEDULED IN 10 LOCALITIES, NUMBER OF EMPLOYEES, AND NUMBER OF WOMEN INDIVIDUALLY SCHEDULED.

Cities.	Estab- lish- ments.	Employees.				Total em- ploy- ees.	Total women.		Women scheduled.	
		Men.		Women.			Num- ber.	Per cent of total em- ploy- ees.	Num- ber	Per cent of total wo- men.
		Under 16 years.	16 years and over.	Under 16 years.	16 years and over.					
Indianapolis.....	25	4	585	57	2,380	3,026	2,437	80.5	259	10.6
South Bend.....	9	3	114	159	1,736	2,012	1,895	94.2	85	4.5
Fort Wayne.....	11	9	63	39	823	934	862	92.3	87	10.1
Terre Haute.....	6	2	44	3	499	548	502	91.6	41	8.2
Richmond and Muncie.....	5	13	44	38	276	371	314	84.6	-----	-----
New Albany, La Fayette, and Hammond.....	4	-----	23	11	285	319	296	92.8	-----	-----
Evansville.....	7	1	24	12	243	280	255	91.1	45	17.6
Total.....	67	32	897	319	6,242	7,490	6,561	87.6	517	7.9

The information obtained from factories and individual women employed in the garment industry has been summarized in the same manner as the corresponding information from department and other retail stores in order to facilitate comparisons between the two industries.

AGE, MANNER OF LIVING, AND CONJUGAL CONDITION.

In the garment factories the proportion of young girls was somewhat less than in the stores, 17.6 per cent being from 14 to 18 years of age, while 20.2 per cent of the women in the stores were 18 years or under. The average age of the women in factories is practically 26, one year higher than the average for the women in the stores.

The following summaries give the average age for each city and the total number of women at specified ages:

TABLE 46.—AVERAGE AGE OF 513 WOMEN EMPLOYED IN GARMENT FACTORIES.

Cities.	Number reporting.	Average age.
Indianapolis.....	1 256	26.6
Terre Haute.....	41	28.6
Evansville.....	45	25.3
Fort Wayne.....	2 86	26.0
South Bend.....	85	22.9
Total.....	2 513	25.9

¹ Not including 3 women who did not report exact age.

² Not including 1 woman who did not report exact age.

³ Not including 4 women who did not report exact age.

TABLE 47.—AGE OF 517 WOMEN EMPLOYED IN GARMENT FACTORIES.

Age groups.	Women at specified ages.	
	Number.	Percent.
14 and under 16 years.....	41	7.9
16 and under 18 years.....	50	9.7
18 and under 22 years.....	111	21.4
22 and under 25 years.....	75	14.5
25 and under 30 years.....	91	17.6
30 and under 40 years.....	98	19.0
40 and under 50 years.....	37	7.2
50 and under 60 years.....	11	2.1
60 years and over.....	3	.6
Total.....	517	100.0

For the women in the garment factories the manner of living is about the same as for those in the stores. Seventy-eight and five-tenths per cent were living at home, 6.6 per cent were living with relatives. These women had practically the same home conditions as the women in the stores.¹ A considerably larger proportion of factory women were keeping house (9.7 per cent, as compared with 5.1 per cent in the stores) and a smaller per cent boarding (5.2 per cent, compared with 8.3 per cent). None were keeping house in their own rooms.

The distribution is indicated by the following table:

TABLE 48.—MANNER OF LIVING OF 517 WOMEN EMPLOYED IN GARMENT FACTORIES.

Cities.	At home.	With relatives.	Boarding and lodging. ¹	Keeping house.	Total.
Indianapolis.....	195	20	16	28	259
South Bend.....	68	5	2	10	85
Fort Wayne.....	69	4	8	6	87
Terre Haute.....	34	2	.....	5	41
Wabash.....	40	3	1	1	45
Total:					
Number.....	406	34	27	50	517
Percent.....	78.5	6.6	5.2	9.7	100.0

¹ Includes light housekeeping.

Of the 91 women under 18 years, none were married, but of the 26 women over 18 years, 85, or 20 per cent, were or had been married. More than half of this number were widowed or separated from their husbands. The average age of the women in the garment factories, being a year higher than that of the women in the stores, probably related to the larger proportion of married women employed.

¹ See pp. 9 and 10.

TABLE 49.—CONJUGAL CONDITION OF 517 WOMEN EMPLOYED IN GARMENT FACTORIES

Cities.	Single.		Married.		Widowed.		Separated or divorced.		Total.	
	Num-ber.	Per cent.	Num-ber.	Per cent.	Num-ber.	Per cent.	Num-ber.	Per cent.	Num-ber.	Per cent.
Indianapolis.....	201	77.6	28	10.8	17	6.6	13	5.0	259	100.0
South Bend.....	76	89.4	4	4.7	4	4.7	1	1.2	85	100.0
Fort Wayne.....	80	92.0	5	5.8	1	1.1	1	1.1	87	100.0
Terre Haute.....	31	75.6	4	9.8	4	9.8	2	4.8	41	100.0
Evansville.....	44	97.9	.....	.....	1	2.1	.....	.....	45	100.0
Total.....	432	83.6	41	7.9	27	5.2	17	3.3	517	100.0

SEASONAL ASPECT OF GARMENT INDUSTRY.

Before taking up the duration of seasons and the working hours some explanation of the goods manufactured by the Indiana garment factories is necessary.

As has been stated, the factories manufacture principally workmen's cotton clothing and cotton gloves, nearly 60 per cent of the establishments, affecting almost the same proportion of all the women employed, reporting this grade of goods as their chief product. The manufacture of these goods not only calls for a larger proportion of women workers¹ than other branches of the clothing industry, but also affords work which is much less seasonal than in the clothing industry as a whole, since the demand for overalls, work shirts, and gloves is fairly steady throughout the year. The 67 manufacturers' reports on garments made and variations in seasons to some extent reflect these conditions, as the only firms reporting only dull and busy seasons, i. e., no period of normal business, are those engaged in the manufacture of men's custom-made suits and women's custom-made and ready-to-wear clothing, and they affected but 22 per cent of the total number of women employed in the Indiana garment trades, as the table below shows.

TABLE 50.—NORMAL, DULL, AND BUSY SEASONS AS REPORTED FOR 67 GARMENT FACTORIES, GROUPED ACCORDING TO THE GARMENTS MADE.

Garments manufactured.	Establishments.		Women employed.		Per cent of establishments reporting.				
	Num-ber.	Per cent.	Num-ber.	Per cent.	Normal season only.	Normal and dull seasons.	Normal and busy seasons.	Normal, dull, and busy seasons.	Busy and dull seasons.
Workingmen's clothes (including overalls, coats, and work shirts) ²	22	32.8	2,371	36.1	36.4	50.0	.....	13.6	.....
Cotton gloves.....	18	26.9	1,473	22.5	55.6	22.2	5.6	16.6	.....
Men's custom-made suits and overcoats.....	6	9.0	556	8.5	.....	16.7	.....	50.0	33.3
Men's fine shirts and furnishings.....	9	13.4	1,261	19.2	55.6	22.2	.....	22.2	.....
Men's ready-made clothing.....	9	13.4	787	12.0	22.2	33.3	11.1	22.2	11.1
Women's custom-made clothing.....	3	4.5	113	1.7	66.7	.....	.....	.....	33.3
Total.....	67	100.0	6,561	100.0	40.3	31.3	3.0	19.4	6.0

¹ The establishments manufacturing workmen's clothing and cotton gloves employed 58.6 per cent of the women in all the clothing establishments studied.

² establishment also makes women's ready-made clothing.

Taking all cities together, 40.3 per cent of the factories, employing 52 per cent of the women, report a normal season only, which means that for more than half of the women the work is nearly steady the year around. For the rest, besides the normal season there are periods of rush work alternating with periods of slack work, which may or may not offset each other.

DURATION OF SEASONS AND WORKING HOURS AS REPORTED BY EMPLOYERS.

The working hours for each season and for the overtime periods, as reported by the employers, are given in the following tables. It should be noted here again that the duration and hours of the normal, dull, and busy seasons are given exclusive of all overtime, and that the overtime is considered separately.

NORMAL SEASON.

Taking first the normal season, the summarizing table shows—

1. That 63, or 94 per cent, of the 67 establishments reported a normal season which averaged practically 37 weeks in length and affected 6,474, or 98.7 per cent, of the women.

2. That the average working hours during this period were $53\frac{1}{2}$ per week, $9\frac{1}{2}$ per day, and $5\frac{1}{2}$ hours on the short day, the short day, however, being reported in 51 establishments only.

3. That the longest average weekly hours reported by any establishment in this season were 60 and the shortest $42\frac{1}{4}$.

4. That two-thirds of the establishments, employing practically three-fourths of the women, reported average weekly hours under 55; that by far the largest single group was that reporting weekly hours over 48 and under 55, $56\frac{1}{2}$ per cent of the establishments and 60 per cent of the employees being in this group; that 9.7 per cent of the establishments, employing 13.8 per cent of the women, reported a 48-hour week or under, and only 3.2 per cent of the employers reported weekly hours of 60 or more during the normal season.

TABLE 51.—WORKING HOURS IN NORMAL SEASON IN GARMENT FACTORIES IN 10 LOCALITIES, AS REPORTED BY EMPLOYERS.

[The laws of Indiana limit the hours of children to 48 per week and 8 per day, unless the consent of the parents is secured. In that part of the table which gives the per cent reporting average weekly hours 117 girls who were working in establishments reporting prevailing hours of more than 48 have been excluded. Hours shown in this table do not include overtime.]

Cities.	Establishments scheduled.	Prevailing number of women employed.	Establishments reporting normal season.		Women affected.		Average duration in weeks	Average hours.			
			Number.	Per cent.	Number.	Per cent.		Hours per week.	Prevailing daily hours.	Long day.	Short day.
Indianapolis ¹	25	2,437	23	92.0	2,423	99.4	33½	55	9½	.....	5½
South Bend.....	9	1,895	8	88.8	1,825	96.3	45½	52½	9½	.....	5½
Fort Wayne.....	11	862	11	100.0	862	100.0	37½	51½	9½	.....	5
Terre Haute.....	6	502	5	83.3	499	99.4	37½	53½	9½	.....	6½
Richmond and Muncie.....	5	314	5	100.0	314	100.0	36½	51½	9½	.....	4½
New Albany, La Fayette, and Hammond.....	4	296	4	100.0	296	100.0	32	56½	9½	.....	7½
Evansville.....	7	255	7	100.0	255	100.0	38½	54½	9½	.....	6½
Total.....	67	6,561	63	93.9	6,474	98.7	36½	53½	9½	.....	5½

Cities.	Per cent reporting weekly hours of—							
	42½ to 48.		Over 48 and under 55.		55 and under 60.		60.	
	Establishments.	Women affected.	Establishments.	Women affected.	Establishments.	Women affected.	Establishments.	Women affected.
Indianapolis ¹	13.6	30.0	54.6	60.7	31.8	9.3	.....	.....
South Bend.....	.....	.....	75.0	68.6	12.5	9.9	12.5	21.5
Fort Wayne.....	18.2	8.4	54.5	62.4	27.3	29.2	.....	.....
Terre Haute.....	20.0	20.0	20.0	30.0	60.0	50.0	.....	.....
Richmond and Muncie.....	.....	.....	100.0	100.0	.....	.....	.....	.....
New Albany, La Fayette, and Hammond.....	.....	.....	25.0	8.0	50.0	46.5	25.0	45.5
Evansville.....	.....	.....	57.1	55.7	42.9	44.3	.....	.....
Total.....	9.7	13.8	56.5	60.1	30.6	18.0	3.2	8.0

¹ One establishment, employing 55 women, did not report daily or weekly hours.

² One establishment did not report daily hours.

DULL SEASON.

The summarization shows—

1. That 38, or 56.6 per cent, of the 67 establishments reported a dull season averaging 13½ weeks in duration and affecting 2,374, or 43.8 per cent of the women.

2. That the average working hours during this season were practically 49 per week, 8½ hours per day, and 5 hours on the short day, which occurred in 31 establishments.

3. That the longest regular hours reported by any one establishment during the dull season were 59 hours a week and the shortest 30 hours per week.

4. That of the 38 establishments reporting dull seasons, approximately 38 per cent reported weekly hours of 48 or under; and that

the largest single group, 35.2 per cent, reported weekly hours over 48 but under 55.

TABLE 52.—WORKING HOURS IN DULL SEASON IN GARMENT FACTORIES IN 10 LOCALITIES, AS REPORTED BY EMPLOYERS.

[The laws of Indiana limit the hours of children to 48 per week and 8 per day, unless the consent of the parents is secured. In that part of the table which gives the per cent reporting average weekly hours, 92 girls who were working in establishments reporting prevailing hours of more than 48 have been excluded. Hours shown in this table do not include overtime.]

Cities.	Establishments reporting dull season.		Women affected.		Average duration in weeks.	Average hours.			
	Num-ber.	Per cent.	Num-ber.	Per cent.		Hours per week.	Prevall-ing daily hours.	Long day.	Short day.
Indianapolis ¹	17	68.0	979	40.2	16½	47	8½	.....	5½
South Bend.....	4	44.4	629	33.2	12	52½	9½	.....	4½
Fort Wayne.....	7	63.6	569	66.0	8½	47½	2 8½	.....	4½
Terre Haute.....	4	66.6	395	78.7	12	52½	9½	.....	4½
Richmond and Muncie.....	1	20.0	75	23.9	16½	48½	8½	.....	4½
New Albany, La Fayette, and Hammond.....	2	50.0	155	52.4	9½	49½	9	.....	4½
Evansville.....	3	42.9	72	28.2	10½	52½	9½	.....	6½
Total.....	38	56.6	2,874	43.8	13½	48½	2 8½	.....	5

Cities.	Per cent reporting weekly hours of—									
	30 and under 35.		35 and under 42.		42 to 48.		Over 48 and under 55.		55 to 59.	
	Estab-lish-ments.	Women af-fected.	Estab-lish-ments.	Women af-fected.	Estab-lish-ments.	Women af-fected.	Estab-lish-ments.	Women af-fected.	Estab-lish-ments.	Women af-fected.
Indianapolis ¹	6.2	0.3	25.0	53.1	18.8	3.4	18.8	22.1	31.2	21.1
South Bend.....	.....	.....	.....	.....	.....	.....	50.0	7.8	50.0	92.2
Fort Wayne.....	.....	.....	.....	.....	71.4	63.6	14.3	9.8	14.3	26.6
Terre Haute.....	.....	.....	.....	.....	.....	.....	100.0	100.0	.....	.....
Richmond and Muncie.....	.....	.....	.....	.....	.....	.....	100.0	100.0	.....	.....
New Albany, La Fayette, and Hammond, and.....	.....	.....	.....	.....	50.0	10.3	.....	.....	50.0	89.7
Evansville.....	.....	.....	.....	.....	.....	.....	66.7	44.4	33.3	55.6
Total.....	2.7	.1	10.8	17.8	24.3	14.6	35.2	29.4	27.0	38.1

¹ One establishment employing 55 women did not report daily or weekly hours.

² One establishment did not report daily hours.

BUSY SEASON.

It is indicative of the difference in the nature of the Indiana garment factories from that of most clothing factories to find that only a small per cent reported a busy season.

The table for the busy season shows—

1. That only 28.3 per cent of the establishments reported a busy season, and these establishments employed but 19.2 per cent of the women, showing that they were the smaller establishments. The season averaged 18½ weeks in duration.

2. That the average weekly hours in the busy season (exclusive of overtime) were but slightly longer than in the normal season, 55 being

the average, with average daily hours of $9\frac{1}{2}$, and a short day of $6\frac{1}{2}$ hours reported for 15 establishments.

3. That the maximum weekly hours reported were $62\frac{1}{2}$ and the minimum weekly hours $45\frac{1}{2}$.

4. That of the establishments reporting busy season, 39.1 per cent reported hours of under 55; but these establishments employed but 32.3 per cent of the women. Fifty per cent reported weekly hours of 55 and under 60. These employed only 21 per cent of the women. Only 11.1 per cent of the establishments reported hours of 60 or over, but as these included 1 of the 10 largest firms scheduled, the employees working these hours were by far the largest single group, being nearly 47 per cent. The establishments reporting 48 hours or under per week during the busy season were but 5.6 per cent of the total and employed but 1 per cent of the women.

TABLE 53.—WORKING HOURS IN BUSY SEASON IN GARMENT FACTORIES IN 10 LOCALITIES, AS REPORTED BY EMPLOYERS.

[The laws of Indiana limit the hours of children to 48 per week and 8 per day, unless the consent of the parents is secured. In that part of the table which gives the per cent reporting average weekly hours, 13 girls who were working in establishments reporting prevailing hours of more than 48 have been excluded. Hours shown in this table do not include overtime.]

Cities.	Establishments reporting busy season.		Women affected.		Average duration in weeks.	Average hours.			
	Num-ber.	Per cent.	Num-ber.	Per cent.		Hours per week.	Prevailing daily hours.	Long day.	Short day.
Indianapolis ¹	9	36.0	930	38.6	17 $\frac{1}{2}$	55 $\frac{1}{2}$	9 $\frac{1}{2}$	* 11 $\frac{1}{2}$	7
South Bend.....	1	11.1	70	3.7	39	52 $\frac{1}{2}$	9	.....	4 $\frac{1}{2}$
Fort Wayne.....	3	27.3	107	12.4	21 $\frac{1}{2}$	50	9 $\frac{1}{2}$	.....	4 $\frac{1}{2}$
Terre Haute.....	2	33.3	9	1.8	14 $\frac{1}{2}$	58 $\frac{1}{2}$	10 $\frac{1}{2}$	.....	5
Richmond and Muncie.....	1	20.0	50	1.6	23 $\frac{1}{2}$	57 $\frac{1}{2}$	9 $\frac{1}{2}$	.....	8 $\frac{1}{2}$
New Albany, La Fayette, and Hammond.....	1	25.0	43	14.5	20	59	.....	.....	9
Evansville.....	2	28.6	49	19.2	5 $\frac{1}{2}$	55	10	.....	5
Total.....	19	28.3	1,258	19.2	18 $\frac{1}{2}$	55	9 $\frac{1}{2}$	* 11 $\frac{1}{2}$	6 $\frac{1}{2}$

Cities.	Per cent reporting weekly hours of—							
	45 $\frac{1}{2}$ to 48.		Over 48 and under 55.		55 and under 60.		60 to 62 $\frac{1}{2}$.	
	Estab-lish-ments.	Women affected.	Estab-lish-ments.	Women affected.	Estab-lish-ments.	Women affected.	Estab-lish-ments.	Women affected.
Indianapolis ².....	.....	.....	37.5	31.9	50.0	5.3	12.5	62.8
South Bend.....	.....	.....	100.0	100.0	.....	.....	.....	.....
Fort Wayne.....	33.3	12.4	33.3	20.6	33.4	67.0	.....	.....
Terre Haute.....	.....	.....	50.0	33.3	.....	.....	50.0	66.7
Richmond and Muncie.....	.....	.....	.....	.....	100.0	100.0	.....	.....
New Albany, La Fayette, and Hammond.....	.....	.....	.....	.....	100.0	100.0	.....	.....
Evansville.....	.....	.....	.....	.....	100.0	100.0	.....	.....
Total.....	5.6	1.0	33.3	31.3	50.0	21.0	11.1	46.7

¹ One establishment employing 55 women did not report daily or weekly hours.

² Only one establishment reported a long day.

OVERTIME PERIODS.

The summary here shows—

1. That overtime was reported by 46.2 per cent of the establishments. Only 38.8 per cent of the establishments, affecting 12.7 per cent of the employees, reported definite information, however. The average duration of the overtime period varied from 2½ weeks to 10 weeks in the different cities, but averaged 6½ weeks in all cities.

2. That the average weekly hours for this period were 58, the average daily hours 10½; that the long day, reported by 16 establishments, averaged 12 hours and the short day, reported by 19 establishments, averaged 6½ hours.

3. That the maximum weekly hours reported for any establishment were 69 and the minimum weekly hours 49½.

4. That during the overtime periods the largest per cent of establishments in any one group (38.4 per cent) reported hours of 55 and under 60, but the largest number of employees in any one group (65½ per cent) were in the group reporting weekly hours of 60 and under 65, though only 30.8 per cent of the employers were in this group.

TABLE 54.—OVERTIME HOURS IN GARMENT FACTORIES IN 10 LOCALITIES, AS REPORTED BY EMPLOYERS.

Cities.	Establishments reporting overtime.		Women affected.		Average duration in weeks.	Average hours.			
	Num-ber.	Per cent.	Num-ber.	Per cent.		Hours per week.	Pre-ailing daily hours.	Long day.	Short day.
Indianapolis.....	10	40.0	589	24.7	7½	56½	9½	12½	6½
South Bend.....	2	22.2	37	2.2	3	61½	11	10½	4
Fort Wayne.....	4	36.4	35	4.4	2½	56½	9½	11½	6½
Terre Haute.....	2	33.3	4	.8	7½	59½	9½	11½	8
Richmond and Muncie.....	2	40.0	16	5.1	10	56½	11½	.....	4½
New Albany, La Fayette, and Hammond.....	1	25.0	23	13.9	6	69	12½	.....	9
Evansville.....	5	71.4	72	28.2	5½	59½	10½	12½	6½
Total.....	126	38.8	776	12.7	6½	58	10½	12	6½

Cities.	Maxi-mum weekly hours.	Mini-mum weekly hours.	Per cent reporting average weekly hours of—							
			49½ and under 55.		55 and under 60.		60 and under 65.		65 to 69.	
			Estab-lish-ments.	Wom-en af-fected.	Estab-lish-ments.	Wom-en af-fected.	Estab-lish-ments.	Wom-en af-fected.	Estab-lish-ments.	Wom-en af-fected.
Indianapolis.....	65½	49½	30.0	6.1	50.0	25.5	20.0	68.4	.....	.....
South Bend.....	61½	61	.....	.....	.....	.....	100.0	100.0	.....	.....
Fort Wayne.....	64	52½	50.0	17.1	25.0	11.5	25.0	71.4	.....	.....
Terre Haute.....	61½	58	.....	.....	50.0	25.0	50.0	75.0	.....	.....
Richmond and Muncie.....	57	56	.....	.....	100.0	100.0	.....	.....	.....	.....
New Albany, La Fayette, and Hammond.....	69	66½	.....	.....	.....	.....	.....	.....	100.0	100.0
Evansville.....	66½	52½	20.0	30.6	20.0	5.6	40.0	55.5	20.0	8.3
Total.....	69	49½	23.1	8.2	38.4	22.6	30.8	65.5	7.7	3.7

¹ Five establishments reporting overtime have not been included because no figures relative to the amount of overtime or the number of women affected were reported.

SUMMARY.

Summing up the information on seasons and hours as reported by the employers, it may be said that for the Indiana garment industry as a whole the normal season is by far the most important period, averaging nearly three-fourths of the year for 94 per cent of the establishments.

The working hours generally found in the garment factories are 54 or under per week, and in no season except overtime periods are regular hours exceeding 59 found to any considerable extent. The 48-hour week prevails only in a small per cent of establishments.

During overtime periods the hours ran up as high as 69 per week and averaged 58 per week, but less than one-half of the establishments reported overtime and it affected only one-eighth of the women employed.

TABLE 55.—SUMMARY OF WORKING HOURS IN GARMENT FACTORIES IN 10 LOCALITIES COMBINED, AS REPORTED BY EMPLOYERS.

Seasons.	Establishments reporting.		Women affected.		Average duration in weeks.	Average hours.				Maximum weekly hours.	Minimum weekly hours.
	Number.	Per cent.	Number.	Per cent.		Hours per week.	Prevaling daily hours.	Long day.	Short day.		
Regular hours:											
Normal season ¹	63	93.9	6,474	98.7	36½	53½	9½	.....	5½	60	42½
Dull season ¹	38	56.6	2,874	43.8	13½	48½	8½	.....	5	59	30
Busy season.....	19	28.3	1,258	19.2	18½	54½	9½	*11½	6½	62½	45½
Overtime hours:											
Normal, dull, and busy seasons ²	31	46.2	776	12.7	6½	58	10½	11½	6½	69	50

¹ One establishment did not report hours, another did not report daily hours.

² Only 1 establishment reported a long day.

* Five establishments reported some overtime, but did not specify the amount or the number of women affected.

DURATION OF SEASONS AND WORKING HOURS AS REPORTED BY INDIVIDUALS.

Unlike the situation in the department stores, where the seasons vary for different departments and each girl can speak only for the demands on herself, the run of business in a factory engaged in the manufacture of a single grade of goods affects all employees at the same time except for the varying amount of unemployment among workers during the dull season.

The information given by the individual women corresponds so nearly with that given by the employers that it confirms rather than supplements the employers' information. The following tables show the duration of seasons and working hours as reported by 517 women. It should be noted here as in the employers' tables that the hours for the normal, dull, and busy seasons are exclusive of all overtime, and that all overtime periods are grouped in one table.

NORMAL SEASON.

The summary for the normal season shows that 99 per cent of the women reported a normal season averaging $32\frac{1}{2}$ weeks in duration, with weekly hours averaging $51\frac{1}{2}$, rather less than the employers reported. This may be accounted for in part by the fact that through incorrect addresses a slightly undue proportion of individuals reporting were from establishments running shorter hours.

The average day was $9\frac{1}{2}$ hours, as compared with $9\frac{1}{2}$ reported by employers, the short day $5\frac{1}{2}$ hours, as compared with $5\frac{1}{2}$. The longest regular weekly hours in the normal season reported by any individual were 61, and by employers 60; and the shortest, 39 reported by individuals, while the employers reported $42\frac{1}{2}$.

Eighteen and eight-tenths per cent of the individuals reported weekly hours of 48 or under, a rather larger per cent than was reported by the employers, which may have been influenced by the circumstance mentioned above. The per cent reporting regular hours of 60 or over per week was very small, being only 0.6 per cent.

TABLE 56.—WORKING HOURS IN NORMAL SEASON, REPORTED BY 517 WOMEN EMPLOYED IN GARMENT FACTORIES IN 5 CITIES.

[Hours shown in this table do not include overtime.]

Cities.	Women sched- uled.	Duration of em- ploy- ment in weeks.	Season of normal hours.									
			Women report- ing.	Aver- age duration in weeks.	Average hours.				Per cent reporting aver- age weekly hours of—			
					Hours per week.	Pre- vail- ing daily hours.	Long day.	Short day.	39 to 48.	Over 48 and under 55.	55 and under 60.	60 to 61.
Indianapolis ¹	259	41	255	30½	50½	9	29½	5	30.6	62.7	6.3	0.4
South Bend.....	85	42½	85	38½	50½	9	.....	5	3.5	96.5	.....	.....
Fort Wayne.....	87	39½	87	33½	51½	9½	.....	4½	10.4	65.5	24.1	.....
Terre Haute.....	41	32½	41	26½	53½	9½	.....	7	17.1	43.9	36.6	2.4
Evansville.....	45	39½	45	31½	55½	9½	.....	5½	.....	26.7	71.1	2.2
Total.....	517	40	513	32½	51½	9½	29½	5½	18.8	64.1	16.5	.6

¹ Four did not report duration of season, 3 did not report weekly hours, and 2 did not report daily hours.

² Only 1 woman reported a long day.

DULL SEASON.

Forty-three and seven-tenths per cent of the individuals reported dull season—almost exactly the proportion reported by employers—and the duration of the season was $11\frac{1}{2}$ weeks as reported by individuals, while the employers reported $13\frac{1}{2}$ weeks. This difference in duration may be accounted for by the fact that the individuals would lose some time in the dull season through lay offs, and would also take their vacations (if they took any) in that season. The average weekly hours are $44\frac{1}{2}$, daily $8\frac{1}{2}$, with the short day of $4\frac{1}{2}$ hours.

The maximum weekly hours reported were $57\frac{1}{2}$, as compared with 59 reported by the employers, whose minimum (30 hours per week) was 10 hours in excess of the minimum of 20 hours reported by one woman.

Ninety-six and one-half per cent of the women reporting dull season reported weekly hours under 55, while the employers reported only 62 per cent of the women working under 55 hours during the dull season. Sixty-five and one-half per cent of the women reported 48 hours or under, but the employers reported only $32\frac{1}{2}$ per cent of the women affected by those hours.

From women employed in such establishments as reported sharp seasonal variations the complaint came repeatedly that they did not have enough work to keep them busy all day during the dull season, and some said they did not have enough work to pay them for going to the factory. It should be remembered that this would not apply to the garment industry throughout Indiana, but only to a small proportion of the factories.

TABLE 57.—WORKING HOURS, IN DULL SEASON, REPORTED BY 517 WOMEN EMPLOYED IN GARMENT FACTORIES IN 5 CITIES.

[Hours shown in this table do not include overtime.]

Cities.	Women reporting dull season.	Average duration in weeks.	Average hours.			Per cent reporting average weekly hours of—				
			Hours per week.	Prevailing daily hours.	Short day.	20 and under 35.	35 and under 42.	42 to 48.	Over 48 and under 55.	55 to 57½.
Indianapolis.....	123	12½	41½	8½	4½	22.0	31.7	21.1	25.2	.....
South Bend.....	30	11	48½	8½	5	.....	6.7	26.6	66.7	.....
Fort Wayne.....	38	10½	44½	8½	4½	.....	5.3	76.3	15.8	2.6
Terre Haute.....	23	10½	48	8½	4½	.....	4.4	47.8	43.5	4.4
Evansville.....	12	7½	51½	9½	5½	.....	8.3	16.7	25.0	50.0
Total.....	226	11½	44½	8½	14½	12.0	19.9	33.6	31.0	3.5

¹ 193 women reported a short day.

BUSY SEASON.

A busy season was reported by 132, or 25.5 per cent, of the individuals, while the employers who reported a busy season employed 19.2 per cent of the women. The average hours for the individuals were $55\frac{1}{2}$ weekly, $9\frac{1}{2}$ daily, $6\frac{1}{2}$ on the short day, and a long day of $11\frac{1}{2}$ hours reported by 16 women. These hours are almost exactly the same as those reported by the employers. In the matter of maximum and minimum, however, the individuals report a slightly higher maximum week, $63\frac{1}{2}$ hours, and a slightly higher minimum, 47 hours. This maximum does not represent the hours for any establishment as a whole, simply the hours worked by one woman, and the same is true of the minimum.

Of the individuals, 47.7 per cent reported weekly hours of 55 or more. There were approximately 18 per cent who reported hours over 60. In this season only 6.8 per cent reported a week of 48 hours or under. These per cents differ considerably from the per cents reported by the employers for specified weekly hours, but as only 19 employers reported a busy season, one or two large establishments might, and do, affect the per cents of women employed, so that they lose their value for comparison with the individuals.

TABLE 58.—WORKING HOURS IN BUSY SEASON REPORTED BY 517 WOMEN EMPLOYED IN GARMENT FACTORIES IN 5 CITIES.

[Hours shown in this table do not include overtime.]

Cities.	Women reporting busy season.	Average duration in weeks.	Average hours.				Per cent reporting average weekly hours of—			
			Hours per week.	Prevailing daily hours.	Long day.	Short day.	47 to 48.	Over 48 and under 55.	55 and under 60.	60 to 63½.
Indianapolis.....	91	9½	55½	9½	11½	6½	8.8	53.8	22.0	15.4
South Bend.....	2	4	50	9	.....	5	.....	100.0	.....	.....
Fort Wayne.....	17	6½	55½	10½	.....	5½	5.9	35.3	41.2	17.6
Terre Haute.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Evansville.....	22	8½	57½	9½	12½	7½	.....	13.7	54.5	31.8
Total.....	132	8½	55½	9½	11½	6½	6.8	45.5	29.5	18.2

¹ Only 16 report a long day.

² 112 women reported a short day.

OVERTIME SEASON.

Ninety-one, or 17.6 per cent, of the individuals report overtime while the employers report but 12.7 per cent of the women working overtime. The average duration of the overtime season reported by individuals is 3½ weeks; by employers, 6½ weeks. It is probable that many individuals worked a little overtime, and these occasional short periods of overtime may have sometimes not been reported for the establishment as a whole. The figures given in this season for the individuals represent the average weekly hours for overtime periods, with the prevailing daily hours in those weeks. The average weekly hours for these weeks are 58½, daily hours 10½, long day 10½, and short day 6 hours. These correspond almost exactly with the hours reported by employers for the overtime periods, except that the long day reported by employers averages 12 hours.

The maximum weekly hours reported by any individual were 75, eight hours longer than the employers' maximum, and the minimum hours reported by any individual were 51, as compared with 49½ reported by employers. As in other seasons, these differences might quite possibly occur, since the maximum and minimum represent in each case the hours of one person only.

The individual reports, as well as those of employers, practically all show more than 55 hours per week during the overtime period, while the employers report larger per cents at the longer hours than the individuals.

Summing up the relation between the reports of seasons and hours as given by employers and by individuals, the two reports show in general close agreement in the averages of daily and weekly hours for the different seasons. The duration of seasons varies in the two reports, as it must, since one is the report of individuals, a few of whom worked the entire 52 weeks in the year, and the other is the report of establishments covering the whole year. The per cents of women working specified weekly hours in the several seasons as reported by employers differs from those reported by individuals.

TABLE 59.—OVERTIME HOURS REPORTED BY 517 WOMEN EMPLOYED IN GARMENT FACTORIES IN 5 CITIES.

Cities.	Women reporting overtime.	Average duration in weeks	Average hours.				Per cent reporting average weekly hours of—				
			Hours per week.	Prevaling daily hours.	Long day.	Short day.	51 and under 55.	55 and under 60.	60 and under 65.	65 and under 70.	70 to 75.
Indianapolis.....	55	4	57½	10	11½	6½	23.6	56.4	12.7	7.3	.....
South Bend.....	3	3	56½	10	.....	8½	66.7	.....	33.3	.....	.....
Fort Wayne.....	8	2	59	11	.....	6½	12.5	50.0	25.0	12.5	.....
Terre Haute.....	7	3	61½	11½	12½	6½	14.3	14.3	57.1	14.3	.....
Evansville.....	18	3½	60½	10	10½	6½	.....	50.0	33.3	11.1	5.6
Total.....	91	3.5	58½	10½	110½	16	18.7	49.4	22.0	8.8	1.1

¹ 42 reported a long day.

² 71 reported a short day.

PAY FOR OVERTIME.

Of the 67 garment factories scheduled, 31, or 46.2 per cent, reported overtime to some extent; all reported extra payment for overtime, 23, or 74 per cent, at regular rate and 8, or 26 per cent, at rate and one-half. Of the individual women reporting overtime, 86.8 per cent reported pay for overtime.

In contrast to the employers' statements, 13.2 per cent of the women individually scheduled reported overtime which was not paid for at all. Since it is obviously impossible not to pay pieceworkers for overtime, the inference would be, as is the fact, that the women reporting overtime without pay are for the most part time workers. The actual amounts earned by time workers through overtime were not large and did not affect the earnings to any extent.

TABLE 60.—NUMBER AND PER CENT OF WOMEN REPORTING OVERTIME WITH PAY AND WITHOUT PAY AND RATE PAID FOR OVERTIME IN GARMENT FACTORIES OF 5 CITIES.

Cities.	Women scheduled.	Women reporting overtime.		Women reporting overtime with pay.						Women reporting overtime without pay.	
		Number.	Per cent.	Total.		At regular rate.	At rate and a half.	At time rate.	Not reporting rate.	Number.	Per cent.
				Number.	Per cent.						
Indianapolis.....	259	55	21.2	55	100.0	43	7	3	2	.....	.....
South Bend.....	85	3	3.5	2	66.7	2	.....	.....	.....	1	33.3
Fort Wayne.....	87	8	9.2	7	87.5	3	.....	4	.....	1	12.5
Terre Haute.....	41	7	17.1	7	100.0	7	.....	.....	.....	.....	.....
Evansville.....	45	18	40.0	8	44.4	4	1	2	1	10	55.6
Total.....	517	91	17.6	79	86.8	59	8	9	3	12	13.2

EARNINGS.

The method employed in getting the earnings of the women employed in the garment factories was, in general, the same as that employed in getting the earnings of those in the stores.¹ The earnings as reported by the individuals were taken in exactly the same way; that is, average weekly earnings for full-time weeks worked, with the exception that occasional days' absences were not deducted from the time worked. A "full-time week," however, should be understood to mean the full time that the factory was running. In other words, if a factory cut its hours from 54 to 44 on account of slack work, the 44 hours would be considered a week's work, though the time was less and the earnings probably less than in the normal season.

The employers were asked to submit their pay rolls for the selected week, and since the greater part of the women were pieceworkers, who would therefore have no weekly rate of pay, the actual earnings for the selected week of each woman or girl on the pay roll were taken.

The prevailing method of pay in the garment industries of Indiana, the method reported by employers for 82 per cent of the women in their establishments and by 74 per cent of the individual women interviewed, was the piece-rate system. Practically all work which can be put on that basis is paid for "by the piece." The time-work is generally of such a nature that it can not be adapted to piece rates. Time rates are also paid to beginners for the first few weeks, during which their piece-rate earnings would be so low as to discourage them from persevering until they had gained at least a partial mastery of their occupations.

With this system the basis of payment, the seasons and varying tension of business have a greater influence on the earnings in the garment factories than on the earnings in the stores, except where the commission system is in effect in the stores. When the orders

come fast to the firm, the work comes fast to the pieceworkers and they can work to the greatest advantage, even though they work no longer hours than when business is slow and work comes with waits of varying length in between. Whenever there is an actual lengthening of hours, the earnings are, of course, increased, and conversely with the shortening of hours in dull seasons, the earnings are decreased.

The cumulative per cents of all women, both piece and time workers, at specified earnings, as reported both by the employers and by the individuals, are shown in the two tables following. Table 61 shows again what was shown in the discussion of the wage data from stores, viz, that the 5 cities in which individual schedules were taken represent the same industrial sections of the State as are represented by the entire 10 cities.

TABLE 61.—CUMULATIVE PER CENTS OF WOMEN RECEIVING SPECIFIED WEEKLY EARNINGS IN 67 GARMENT FACTORIES, AS SHOWN BY ESTABLISHMENT PAY ROLLS FOR A REPRESENTATIVE WEEK.

Cities.	Women reported.	Average earnings for representative week.	Per cent with weekly earnings—									
			Under \$3.	Under \$4.	Under \$5.	Under \$6.	Under \$7.	Under \$8.	Under \$9.	Under \$10.	Under \$12.	\$12 or over.
Indianapolis.....	2,268	\$7.78	7.5	13.6	29.6	32.8	43.1	54.6	64.8	73.2	86.9	13.1
South Bend.....	1,555	6.36	8.9	19.1	31.1	44.8	58.3	72.7	83.7	91.5	98.3	1.7
Fort Wayne.....	891	6.62	8.8	15.8	28.2	42.5	56.8	71.9	80.9	88.7	95.5	4.5
Terre Haute.....	385	6.28	13.5	26.0	38.7	48.3	61.0	70.6	77.9	83.9	92.7	7.3
Evansville.....	223	6.16	14.8	22.4	32.3	49.8	65.5	77.1	85.7	91.1	94.6	5.4
Total.....	5,352	6.86	8.9	16.9	26.8	39.8	52.1	64.9	74.9	82.7	92.5	7.5
Richmond and Muncie.....	331	6.73	8.8	13.9	26.9	39.0	55.3	67.4	77.6	88.2	96.1	3.9
Hammond, La Fayette, and New Albany.....	160	5.28	20.6	35.6	51.9	59.4	70.6	80.0	88.8	94.4	100.0	.....
Grand total.....	5,843	6.92	9.2	17.2	27.5	40.3	52.8	65.5	75.4	83.3	92.9	7.1

¹ Including the average earnings of 100 women whose specified earnings were not reported.

² Total for five cities in which individual schedules were taken.

³ As this total is taken from a pay roll for a representative week, it will not agree with totals on other tables showing the usual number of women employed in normal season.

TABLE 62.—CUMULATIVE PER CENTS OF WOMEN RECEIVING SPECIFIED WEEKLY EARNINGS, AS REPORTED BY 513 INDIVIDUALS EMPLOYED IN GARMENT FACTORIES.

Cities.	Women reporting.	Average weekly earnings.	Per cent with weekly earnings—									
			Under \$3.	Under \$4.	Under \$5.	Under \$6.	Under \$7.	Under \$8.	Under \$9.	Under \$10.	Under \$12.	\$12 or over.
Indianapolis.....	258	\$7.96	1.6	5.4	15.1	24.4	36.8	48.4	64.3	77.1	90.7	0.3
South Bend.....	85	6.83	3.5	12.9	24.7	36.5	54.1	68.2	78.8	88.2	97.6	2.4
Fort Wayne.....	84	7.36	3.6	8.3	16.7	23.8	36.9	53.6	79.8	86.9	97.6	2.4
Terre Haute.....	41	6.56	.....	7.3	26.8	41.5	56.1	73.2	87.8	88.1	95.1	4.9
Evansville.....	45	7.29	4.4	11.1	20.0	31.1	40.0	66.7	77.8	82.2	91.1	8.9
Total.....	513	7.50	2.3	7.8	18.3	28.3	41.3	56.1	72.3	81.9	93.4	6.6

¹ Including 1 whose rate of pay was not reported.

² Including 3 whose rate of pay was not reported.

³ Including 4 whose rate of pay was not reported.

VALUE OF AVERAGE WEEKLY EARNINGS AS REPORTED BY EMPLOYERS.

The significance of average weekly earnings in this investigation, as in every other, must be judged in the light of the conditions under which such earnings were taken. Employers were requested to submit for a "representative week" a complete pay roll, including the hours worked. Only 28, or a little more than 42 per cent, of the 66 establishments furnishing data were able to furnish the actual hours worked by both time and piece workers during this representative week, though an additional 18 establishments, or 27 per cent of the firms, were able to furnish the actual working hours of time workers. Inasmuch, however, as the pieceworkers outnumber the time workers, at the rate of about 5 to 1 in the garment factories of Indiana, the question arises as to the value of the average weekly earnings furnished by the employers.

The 46 establishments, 28 of which furnished a record of the actual hours worked by time and piece workers, employed more than 3,300 women and girls, or over 55 per cent of the total number of women and girls on the pay rolls in the 66 garment factories furnishing pay-roll data. It is possible, therefore, to get a fair idea of the significance of average weekly earnings from these establishments without making any deductions from the context of industrial conditions in which they were taken.

The table below shows that the time lost from the full working schedule by time workers in the 46 establishments ranged in the several cities from 0.8 per cent to 12.8 per cent, averaging for all cities 6.3 per cent. The pieceworkers show a loss ranging from nothing to 15.3 per cent, averaging for all cities 11.3 per cent. It is more than probable that this 11.3 per cent is in excess of the actual time lost, due to the fact that quite a number of large concerns pay every two weeks, and their records therefore cover a two-week period. In computing averages for one week both time and earnings were divided by 2, even though the hours worked by certain individuals appeared to be but a full-week schedule. Unless such cases were definitely marked as working hours for one week, and such notations were rarely made, no assumptions were made and the policy of dividing the two-week pay roll was consistently followed throughout. Had such exceptions been made, the percentage of loss in time would have dropped considerably below 11 per cent for the pieceworkers, as in the 9 establishments paying every two weeks there were 200, or approximately 11 per cent, of such cases where what may easily have been a full week was cut in two.

Furthermore, whenever a firm attempts to maintain a 60-hour schedule, the percentage of lost time is higher than when a firm maintains, for example, a 54-hour schedule. In other words, the working

hours in Indiana seem to be gravitating toward a shorter actual schedule, irrespective of the nominal schedule. Consequently the employees of one firm may be reported as losing 10 per cent of the nominal schedule, though their actual working hours were the same as those of the employees of another firm whose loss of time from the nominal schedule was very much less than in the case of the first firm. It appears, however, from the following table that the maximum amount of time lost during the representative week, as shown by records available for one-half of the women employed in Indiana garment trades, did not exceed an average of 10.3 per cent, taking time and piece workers together:

TABLE 63.—ACTUAL HOURS WORKED IN A REPRESENTATIVE WEEK COMPARED WITH THE FULL-TIME WORKING HOURS IN 46 GARMENT FACTORIES REPORTING BOTH EARNINGS AND HOURS.

Cities.	Women on establishment pay rolls. ¹	Women in establishments reporting actual hours worked in a representative week.		Average weekly hours.		Per cent of time lost.
		Number.	Per cent.	Full-time hours.	Actual hours worked in a representative week.	
Indianapolis:						
Pieceworkers.....	1,823	791	43.4	54.4	47.4	12.9
Time workers.....	445	183	41.1	53.4	50.2	6.0
South Bend:						
Pieceworkers.....	1,390	1,195	86.0	52.9	47.0	11.0
Time workers.....	195	176	90.3	51.5	47.2	8.3
Fort Wayne:						
Pieceworkers.....	747	302	40.4	50.6	42.8	15.3
Time workers.....	144	32	22.2	51.2	48.4	5.5
Terre Haute:						
Pieceworkers.....	428	97	22.7	48.2	48.2	
Time workers.....	57	40	70.2	55.1	54.6	8
Richmond and Muncie:						
Pieceworkers.....	293	152	51.9	50.0	48.7	2.6
Time workers.....	38	38	100.0	51.2	48.7	5.5
Evansville:						
Pieceworkers.....	112	87	77.7	52.8	47.4	10.1
Time workers.....	111	105	94.6	55.3	54.7	1.0
Hammond, La Fayette, and New Albany:						
Pieceworkers.....	72	49	68.1	61.0	52.8	13.5
Time workers.....	88	76	86.4	61.0	53.2	12.8
Total:						
Pieceworkers.....	4,865	2,673	54.9	52.9	46.9	11.3
Time workers.....	1,078	650	60.3	53.9	50.6	6.3
Piece and time workers.....	5,943	3,323	55.9	53.1	47.6	10.3

¹ Including 66 establishments.

The average weekly earnings reported by employers, therefore, should, other factors being equal, reflect within 10 per cent the average weekly earnings of a full-time week. That this conclusion is in accord with the facts develops upon comparing the average weekly earnings as reported by the women individually scheduled,¹ which

¹ See Table 62; also method of computing earnings of individuals, p. 32.

are the average earnings for substantially a full-time week during the period of employment, and the average weekly earnings as reported by the employers ¹ for a representative week. The average earnings reported by the individuals for a full-time week are approximately 8.4 per cent higher than the average weekly earnings reported by the employers for a representative week, wherein the time lost is approximately 10 per cent in the cases where records are available. This does not mean that the groups earning specified amounts necessarily come within 10 per cent of each other, for the time losses shown on an employer's pay roll may be due to a few individuals working only a small fraction of a week or to many individuals losing a small fraction of time. In each case the average amount of time lost and the average earnings for the whole pay roll might be the same, but the groups losing time and earnings would be materially affected. Tables 61 and 62 show that the groups earning specified amounts, as reported by employers and by individuals, are in fact materially different except for the last four groups.

That the amount of time lost during the week fairly representing the level of business should not exceed an average of approximately 10 per cent, is not surprising if the subject is discussed in close relation to the conditions under which the average earnings were secured and with constant and intelligent reference to the exigencies of successful business. It must not be overlooked that the employers were asked to submit a pay roll fairly representing normal conditions of business. There would be no motive for failing to comply with this request to the extent of submitting a pay roll which represented less than normal business activity, and consequently subnormal weekly earnings. There might be a tendency to submit pay rolls that represented more than normal activity, and consequently less than the normal amount of lost time. If, therefore, the pay roll which represents normal, if not more than normal business activity, showed an excessive loss of time, either there is a lack of scientific management because of inadequate productivity, unprofitable investment in idle equipment, waste of power and frequently of heat, as well as a needless expenditure for general operation—all of which is inconsistent with the successful conduct of business over any long period of time; or the excessive loss of time reflects an oversupply of labor under normal conditions, which in this case was not in accord with the facts. On the contrary, it was apparent that the supply of labor was not more than was adequate, and in some instances the employers maintained that if they could get more help they would increase their equipment.

¹ See Table 62.

It may be said in passing that even the 10 per cent loss from a pay roll representing normal conditions of business raises the question as to efficiency of administration. In none of the garment factories scheduled were two shifts operating. A number of employers remarked to the investigators that while some of the time workers came promptly and left promptly the pieceworkers were much inclined to come late or to go early. The question arises as to whether such a laxity of working schedule is in the interest of good business, either for the establishment or for the employee. If the working-hour schedule is well within the sustained working capacity of the average operator, 100 machine pieceworkers coming late or going early a half hour a day means 50 hours of lost productivity a day, or 300 hours in the week, to say nothing of any waste of power or of the fact that the overhead charges are practically the same with those 300 hours of productivity saved or lost, yet this loss of time amounts to less than 6 per cent on the basis of a 9-hour day. On the other hand, the pieceworking employee is losing between 5 and 6 per cent of the possible earnings a day, even if the schedule is but a 9-hour schedule. If the schedule is excessive for the amount of strain involved in the work, causing the women to work less than the regular factory hours, ordinarily there will still be a tendency frequently to work the full factory hours in order to make up for lost time, thus cutting off needed rest and leisure and paying for it afterwards in reactions and further losses of time.

GROUP EARNINGS.

The actual earnings reported by individuals for full-time weeks show that only 41.3 per cent of the women in the garment industries were in the group earning less than \$7, the group in which 48.9 per cent of the department-store women were found. This does not mean that the factory workers earned on the whole more than the store workers. As a matter of fact, their average earnings were a trifle lower, but it does mean that there were fewer garment workers at the lowest earnings and that their earnings advance more rapidly up to a certain point than the earnings of women in stores, as is shown in Tables 23 and 62. Nearly three-fourths of the women in the garment factories and two-thirds in the stores average less than \$9 a week for the weeks actually worked. The proportion of women earning over \$10 is 18 per cent in the garment factories and about 27 per cent in the stores.

COMPARATIVE EARNINGS OF PIECE AND TIME WORKERS.

Closely related to earnings is the question of occupation. The principal difference in occupations in the Indiana garment factories, owing to the fact that the chief article of manufacture is coarse

clothing, is in the work done by pieceworkers and by time workers. For the pieceworkers the occupations were practically all some variation of machine operating. Though the different machine processes in the manufacture of a garment were generally classed as different occupations, the distinctions were largely arbitrary and not uniform, as they varied with the product of each establishment. As this was not essentially a study of occupations, no attempt has been made to subdivide into specific occupations the number of women in the two main groups of piece and time workers. In general, it may be said that the factories manufacturing coarse clothing have less sharply defined occupations, while the establishments manufacturing high-grade men's or women's clothing have a greater variety of occupations as well as a wider range of pay.

Earnings of piece and time workers are shown in the foregoing and the following tables, summarizing reports of employers and of women employees.

TABLE 64.—CLASSIFIED WEEKLY EARNINGS OF WOMEN EMPLOYED IN 66 GARMENT FACTORIES IN 10 LOCALITIES, AS SHOWN BY THE ESTABLISHMENT PAY ROLLS FOR A REPRESENTATIVE WEEK.

Cities.	Pieceworkers earning—										Total pieceworkers.	Average earnings of pieceworkers.
	Under \$3.	\$3 to \$3.99.	\$4 to \$4.99.	\$5 to \$5.99.	\$6 to \$6.99.	\$7 to \$7.99.	\$8 to \$8.99.	\$9 to \$9.99.	\$10 to \$11.99.	\$12 and over.		
Indianapolis:												
Number.....	151	119	128	204	172	212	173	161	268	235	1,823	\$7.78
Per cent.....	8.3	6.6	7.0	11.2	9.4	11.6	9.5	8.8	14.7	12.9	80.4	.....
South Bend:												
Number.....	113	112	174	192	190	213	166	119	96	15	1,390	6.47
Per cent.....	8.1	8.1	12.5	13.8	13.7	15.3	11.9	8.6	6.9	1.1	87.7	.....
Fort Wayne:												
Number.....	70	55	95	100	100	113	67	63	55	29	747	6.58
Per cent.....	9.4	7.4	12.7	13.4	13.4	15.1	9.0	8.4	7.4	3.8	83.8	.....
Terre Haute:												
Number.....	52	44	46	32	44	33	21	18	25	19	1,428	6.00
Per cent.....	12.2	10.3	10.7	7.5	10.3	7.7	4.9	4.2	5.8	4.4	88.2	.....
Richmond and Muncie:												
Number.....	24	12	30	34	53	39	31	35	24	11	293	6.93
Per cent.....	8.2	4.1	10.2	11.6	18.1	13.3	10.6	11.9	8.2	3.8	88.5	.....
Evansville:												
Number.....	14	14	15	23	24	8	8	2	2	2	112	5.46
Per cent.....	12.5	12.5	13.4	20.6	21.4	7.1	7.1	1.8	1.8	1.8	50.2	.....
Hammond, La Fayette, and New Albany:												
Number.....	1	3	6	7	13	13	12	9	8	.....	72	7.34
Per cent.....	1.4	4.2	8.3	9.7	18.1	18.1	16.6	12.5	11.1	.....	45.0	.....
Total:												
Number....	425	359	494	592	596	631	478	407	478	311	14,865	6.95
Per cent....	8.7	7.4	10.1	12.2	12.3	13.0	9.8	8.4	9.8	6.4	81.9	.....

¹ Including 94 pieceworkers in one establishment which reported average earnings only.

TABLE 64.—CLASSIFIED WEEKLY EARNINGS OF WOMEN EMPLOYED IN 66 GARMENT FACTORIES IN 10 LOCALITIES, AS SHOWN BY THE ESTABLISHMENT PAY ROLLS FOR A REPRESENTATIVE WEEK—Concluded.

Cities.	Time workers earning—											Total time work- ers. ¹	Average earn- ings of time work- ers.	Total piece and time work- ers.	Average earn- ings of piece and time work- ers.	
	Under \$3.	\$3 to \$3.99.	\$4 to \$4.99.	\$5 to \$5.99.	\$6 to \$6.99.	\$7 to \$7.99.	\$8 to \$8.99.	\$9 to \$9.99.	\$10 to \$11.99.	\$12 and over.						
Indianapolis:																
Number.....	19	19	31	74	61	48	58	31	42	62	445	\$7.76	2,268	\$7.78		
Per cent.....	4.3	4.3	7.0	16.6	13.7	10.8	13.0	7.0	9.4	13.9	19.6					
South Bend:																
Number.....	28	50	16	25	24	16	8	4	12	12	195	5.54	1,585	6.36		
Per cent.....	14.3	25.6	8.2	12.8	12.3	8.2	4.1	2.1	6.2	6.2	12.3					
Fort Wayne:																
Number.....	8	8	15	28	27	22	13	6	6	11	144	6.79	891	6.62		
Per cent.....	5.6	5.6	10.4	19.4	18.7	15.3	9.0	4.2	4.2	7.6	16.2					
Terre Haute:																
Number.....		4	3	5	7	2	7	5	9	9	57	8.36	485	6.28		
Per cent.....		7.0	5.3	8.8	12.3	3.5	12.3	8.8	15.8	15.8	11.8					
Richmond and Mun- cie:																
Number.....	5	5	13	6	1	1	3		2	2	38	5.18	331	6.73		
Per cent.....	13.2	13.2	34.2	15.7	2.6	2.6	7.9		5.3	5.3	11.5					
Evansville:																
Number.....	19	3	7	16	11	18	11	10	6	10	111	6.87	223	6.16		
Per cent.....	16.5	2.6	6.1	13.9	9.6	15.7	9.6	8.7	5.2	8.7	49.8					
Hammond, La Fay- ette, and New Al- bany:																
Number.....	32	21	20	5	5	2	2		1		88	3.58	160	5.28		
Per cent.....	36.3	23.9	22.7	5.7	5.7	2.3	2.3		1.1		55.0					
Total:																
Number...	111	110	105	159	136	109	102	56	78	106	1,078	6.74	5,943	6.92		
Per cent....	10.3	10.2	9.7	14.8	12.6	10.1	9.5	5.2	7.2	9.8	18.1					

¹ Per cent based on total number of piece and time workers.² Including 6 time workers in one establishment which reported average earnings only.

TABLE 65.—CLASSIFIED WEEKLY EARNINGS OF WOMEN EMPLOYED IN THE GARMENT FACTORIES IN 5 CITIES, AS REPORTED BY INDIVIDUALS.

Cities.	Pieceworkers earning—											Total pieceworkers.	Average earnings of pieceworkers.
	Under \$3.	\$3 to \$3.99.	\$4 to \$4.99.	\$5 to \$5.99.	\$6 to \$6.99.	\$7 to \$7.99.	\$8 to \$8.99.	\$9 to \$9.99.	\$10 to \$11.99.	\$12 and over.	Not reported.		
Indianapolis:													
Number.....	4	16	16	18	27	24	33	26	31	19	1	205	\$8.06
Per cent.....	2.0	2.9	7.8	8.8	13.2	11.7	16.1	12.7	15.1	9.3	0.4	100.0	
South Bend:													
Number.....	1	3	2	3	13	11	9	6	6			59	7.23
Per cent.....	1.7	5.1	3.4	13.6	22.0	18.6	15.3	10.2	10.2			100.0	
Fort Wayne:													
Number.....	3	4	6	4	9	10	20	6	7	1	3	73	7.30
Per cent.....	4.1	5.5	8.2	5.5	12.3	13.7	27.4	8.2	9.6	1.4	4.1	100.0	
Terre Haute:													
Number.....		2	8	5	4	18	6		1	2		36	6.53
Per cent.....		5.6	22.2	13.8	11.1	22.2	16.7		2.8	5.6		100.0	
Evansville:													
Number.....	1	1	4	1	1	3	1					12	5.44
Per cent.....	8.3	8.3	33.3	8.3	8.3	25.0	8.3					100.0	
Total:													
Number.....	9	16	36	36	54	56	69	38	45	22	4	385	7.56
Per cent.....	2.3	4.2	9.4	9.4	14.0	14.5	17.9	9.9	11.7	5.7	1.0	100.0	

¹ Including 1 who worked only 5 days a week.² Including 7 reporting regular rate and 10 cents for supper, and 1 reporting "a little over regular rate."³ Including 1 who worked only 4½ days a week.⁴ Including 1 reporting both piece and time work in equal amounts.

TABLE 65.—CLASSIFIED WEEKLY EARNINGS OF WOMEN EMPLOYED IN THE GARMENT FACTORIES IN 5 CITIES, AS REPORTED BY INDIVIDUALS—Concluded.

Cities.	Time workers earning—											Total time workers.	Aver- age earn- ings of time work- ers.	Total time and piece work- ers	Aver- age earn- ings of piece and time work- ers.
	Un- der. \$3.	\$3 to \$3.99	\$4 to \$4.99	\$5 to \$5.99	\$6 to \$6.99	\$7 to \$7.99	\$8 to \$8.99	\$9 to \$9.99	\$10 to \$11.99	\$12 and over.					
Indianapolis:															
Number.....		4	9	6	5	6	8	7	4	5	54	\$7.58	259	\$7.96	
Per cent.....		7.4	16.6	11.1	9.3	11.1	14.8	13.0	7.4	9.3	100.0				
South Bend:															
Number.....	2	5	8	2	2	1	.....	2	2	2	26	5.93	85	6.83
Per cent.....	7.7	19.2	30.8	7.7	7.7	3.8	.....	7.7	7.7	7.7	100.0			
Fort Wayne:															
Number.....			1	2	2	4	2	.....	2	1	14	7.65	87	7.36
Per cent.....			7.1	14.3	14.3	28.6	14.3	.....	14.3	7.1	100.0			
Terre Haute:															
Number.....		1	.....	1	1	.....	.....	.....	2	.....	5	6.80	41	6.56
Per cent.....		20.0	.....	20.0	20.0	.....	.....	.....	40.0	.....	100.0			
Evansville:															
Number.....	1	2	.....	4	3	9	4	2	4	4	33	7.96	45	7.29
Per cent.....	3.0	6.1	.....	12.1	9.1	7.3	12.1	6.1	12.1	12.1	100.0			
Total:															
Number.....	3	12	18	15	13	20	14	11	14	12	132	7.33	517	7.50	
Per cent.....	2.3	9.1	13.6	11.4	9.8	15.2	10.6	8.3	10.6	9.1	100.0				

¹ Including 4 whose average earnings were not reported.

The average earnings of pieceworkers as reported by individuals (\$7.56) is but 23 cents higher than the average earnings reported by time workers (\$7.33) and the data from employers show a difference of but 21 cents in the earnings of piece and time workers, pieceworkers' average being \$6.95 and time workers' \$6.74. The average earnings for both piece and time workers is \$7.50 as reported by individuals and \$6.92 as reported by employers. The explanation of the lower earnings reported by the employers has been discussed on page 34.

It has been shown that the earnings of piece and time workers do not differ materially. There is nevertheless a difference in the opportunity presented in piece and time work. Few time workers, aside from forewomen, will ever receive more than the weekly rate, while piece rates, being based on the productivity of the average worker, will permit the exceptionally skilled pieceworker to earn much more than the average. But the pieceworker, to earn high pay, must not only be an exceptionally skilled worker, but must work with unceasing speed and concentration. Many girls reported occasional high earnings, but said they could not maintain the rate. Furthermore, the pay roll and cost records of one highly seasonal establishment,¹ studied for a number of weeks during the rush season,

¹ Manufacturing men's coats.

showed that after a week in which overtime had been worked and the workers had been speeded up, so that the output was above the normal for the time worked and the labor cost per garment therefore reduced, the following week, when the hours were reduced to normal, showed not only a decreased output but a decreased rate of output and an increased labor cost per garment. This was but one establishment, so no general deductions can be made, but the indications are significant.

EARNINGS RELATED TO AGE AND EXPERIENCE.

In the following table the relation between earnings, age, and experience is shown:

TABLE 66.—AVERAGE WEEKLY EARNINGS, BY SPECIFIED AGES AND YEARS OF EXPERIENCE, AS REPORTED BY 508 WOMEN EMPLOYED IN GARMENT FACTORIES.

Years of experience.	14 and under 16 years.		16 and under 18 years.		18 and under 22 years.		22 and under 25 years.		25 and under 30 years.		30 and under 35 years.	
	Num-ber.	Aver-age earnings.	Num-ber.	Aver-age earnings.	Num-ber.	Aver-age earnings.	Num-ber.	Aver-age earnings.	Num-ber.	Aver-age earnings.	Num-ber.	Aver-age earnings.
Under 1 year.....	32	\$3.49	18	\$5.03	16	\$5.63	8	\$6.08	5	\$5.47	4	\$5.82
1 year.....	9	4.88	9	5.15	14	6.76	1	8.50	2	4.65	1	12.01
2 years.....			18	6.36	18	7.13	5	6.46	6	7.95	1	7.12
3 years.....			3	6.78	23	7.62	5	7.12	2	7.75	2	8.12
4 years.....			1	4.50	12	7.29	8	8.76	11	8.62	2	8.50
5 years.....					21	7.47	8	6.52	6	9.02	3	10.14
6 years.....					3	7.48	11	7.10	7	10.15	3	9.08
7 years.....					3	7.94	7	10.10	7	8.93	1	10.00
8 years.....					1	5.39	11	8.78	6	8.89	3	9.91
9 years.....							5	8.73	14	9.03	1	7.50
10 years.....							3	7.29	18	8.54	4	10.17
11 years.....							1	10.00	6	9.96	1	8.37
12 years.....							1	7.50	4	9.94	7	9.34
13 years.....									1	12.00	2	8.38
14 years.....									2	10.45	2	13.25
15 years.....									1	7.50	6	9.00
16 years.....											2	8.26
17 years.....											2	9.78
18 years.....											2	8.67
19 years.....												
20 years.....											1	14.00
21 to 29 years.....												
30 years and over.....												
Total.....	41	3.80	49	5.63	111	7.07	74	7.78	88	8.75	50	9.19

¹ Includes wage of 1 working only $4\frac{1}{2}$ days a week.

² Not including 2 not reporting earnings.

³ Not including 1 not reporting earnings.

⁴ Not including 1 not reporting experience.

⁵ Not including 2 not reporting earnings and 1 not reporting experience.

TABLE 66.—AVERAGE WEEKLY EARNINGS, BY SPECIFIED AGES AND YEARS OF EXPERIENCE, AS REPORTED BY 508 WOMEN EMPLOYED IN GARMENT FACTORIES—Concluded.

Years of experience.	35 and under 40 years.		40 and under 50 years.		50 and under 60 years.		60 years and over.		Total.	
	Num- ber.	Aver- age earn- ings.	Num- ber.	Aver- age earn- ings.	Num- ber.	Aver- age earn- ings.	Num- ber.	Aver- age earn- ings.	Num- ber.	Aver- age earn- ings.
Under 1 year	5	\$5.57	2	\$6.26	2	\$4.56	1	\$4.53	93	\$4.79
1 year	5	8.40	1	8.00					142	6.30
2 years	1	10.00	2	8.00					51	6.98
3 years	3	13.40	2	9.05	1	5.00			41	7.96
4 years	1	13.00	3	7.75					38	8.16
5 years	3	7.57	3	8.00	1	7.00			145	7.72
6 years	1	9.25	1	9.00					26	8.35
7 years	1	6.53			1	7.34			20	9.05
8 years	3	8.52	3	8.20					27	8.71
9 years									20	8.88
10 years	6	9.58	1	7.46	1	6.83			23	8.81
11 years	2	8.45	2	8.64					12	9.36
12 years	2	6.50	2	7.21	2	8.75			18	8.75
13 years	1	11.00	1	12.57					5	10.46
14 years	1	13.00							5	12.08
15 years	4	7.94	2	7.67					13	8.35
16 years	1	9.86	1	11.50					4	7.47
17 years			2	8.79					4	9.28
18 years	1	11.00	1	10.00			1	4.75	5	8.62
19 years										
20 years	1	11.04	2	8.50	1	7.00	1	4.91	6	8.99
21 to 29 years	2	8.10	6	9.48	1	6.91			9	8.88
30 years and over					1	8.14			1	8.14
Total	44	8.82	37	8.53	11	6.80	3	4.73	508	7.51

¹ Not including 1 not reporting age.

² Includes wage of 1 working only 4½ days a week.

³ Not including 1 not reporting earnings.

⁴ Not including 3 not reporting earnings.

⁵ Not including 4 not reporting earnings, 3 not reporting experience, and 2 not reporting age.

The most significant fact shown by this table is that neither age nor experience can raise the earnings above the level reached at a comparatively early age and limited number of years of experience. Looking first at the effect of age on the earnings, the table shows that the young girls under 16 years of age reported average earnings of \$3.80, which is 69 cents higher than the earnings of girls the same age in the retail stores. The earnings of each successive age group steadily increase through the group 30 and under 35 years of age. From that point the earnings steadily decrease until for the group 60 years and over the earnings have dropped back to \$4.73 per week. The numbers at these ages are not large enough, however, to be significant. The highest earnings reported for any one group were those of the women 30 to 34 years old, whose average earnings were \$9.19. In this group were 50, or approximately 10 per cent of the women. The largest group was that 18 and under 22 years of age, whose average earnings were \$7.07. From 25 to 50 years of age the average earnings range between \$8.53 and \$9.19. It must be remembered that these earnings are for practically full-time weeks, only absences amounting to less than six days scattered throughout the period of employment being deducted from the earnings. All other lost time was deducted from the number of weeks employed. Assum-

ing that the earnings after 25 were sufficient for the support of the average woman, it is difficult to see how, in the case of many of the women, provision can be made for years preceding 25 or succeeding 50 without financial assistance of some sort, or without sinking to a standard of living too low for "health or reasonable comfort."

The influence of experience on earnings was very similar to that of age. At first every year of experience brings increased earnings, but after a very few years of experience its effect on earnings ceases and so far as experience goes the earnings remain at the same level, raised or lowered principally by the factors of individual efficiency. The earnings of 93 women with less than one year's experience averaged \$4.79. They were not exclusively the younger women by any means, as nearly one-third were over 21 years of age. The number of women reporting more than 10 years' experience was so few that no definite deduction concerning the relation between their earnings and experience can be made. The majority of the women reported from 1 to 10 years of experience.

DURATION OF EMPLOYMENT AND UNEMPLOYMENT.

The average period of employment during the year in the garment industry was, for the 517 women, 40 weeks. When it is taken into consideration that 18 per cent of these women had had less than a year's experience, i. e., entered the industry for the first time some time during the year covered by this investigation, and therefore may have worked considerably less than a full year, and that others may have left the garment industry for some other during the year, the industry in Indiana seems to afford comparatively steady work. The number of weeks varied considerably in the different cities, but in the Terre Haute group, where the average was the lowest, strikes were a large factor in the unemployment. The table following shows that of those who had had one or more years of experience 151, or 38.6 per cent, worked from 48 to 50 weeks, and nearly 74 per cent worked 44 weeks or more.

TABLE 67.—WEEKS OF EMPLOYMENT IN GARMENT FACTORIES DURING THE YEAR, AS REPORTED BY 424 WOMEN HAVING ONE OR MORE YEARS OF EXPERIENCE IN THIS INDUSTRY.

Cities.	Number reporting.	Number with 1 or more year's experience.	Number reporting specified weeks of employment during the year.								
			Under 26 weeks.	26 and under 32 weeks.	32 and under 36 weeks.	36 and under 40 weeks.	40 and under 44 weeks.	44 and under 48 weeks.	48 and under 51 weeks.	51 to 52 weeks.	Weeks not reported.
Indianapolis.....	239	214	10	3	5	10	13	37	96	37	3
South Bend.....	85	67	4	1	1	2	2	11	25	22	
Fort Wayne.....	87	70	4	1	1	2	5	25	21	11	
Terre Haute.....	41	31	7	2		2	5	7	3	5	
Evansville.....	45	42	2	2	1	9	15	7	6		
Total:											
Number.....	517	424	27	8	8	25	40	87	151	75	3
Per cent.....	100	82.0	6.4	1.9	1.9	5.9	9.4	20.5	35.6	17.7	0.7

The question arises as to how the remainder of the time—that is, the time not actually employed in the garment industry—was spent. An analysis has been made showing the proportion of the time spent in the garment industry, in other employment, and in actual unemployment. For this table the number of weeks in 1913 prior to any individual's first employment have been eliminated, so the per cents are based on the 25,581 possible weeks of work for the 517 individuals. Women having no other unemployment in this year except time prior to their first employment have not been considered unemployed.

TABLE 68.—WEEKS OF EMPLOYMENT IN GARMENT FACTORIES, AND IN OTHER EMPLOYMENTS, AND NUMBER OF WEEKS OF UNEMPLOYMENT IN 1913, REPORTED BY 517 WOMEN EMPLOYED IN GARMENT FACTORIES IN SPECIFIED LOCALITIES.

Cities.	Women scheduled.	Possible weeks of work. ¹	Weeks worked in garment factories.		Work in other employments.				Unemployment.			
			Number.	Per cent.	Women reporting.		Weeks.		Women reporting.		Weeks.	
					Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.
Indianapolis....	259	12,693½	10,599½	83.5	28	10.8	466½	3.7	223	86.1	1,627½	12.8
South Bend....	85	4,251	3,613½	85.0	11	12.9	146½	3.4	70	82.4	491½	11.6
Fort Wayne....	87	4,185½	3,415½	81.6	12	13.8	152½	3.6	78	89.7	617½	14.8
Terre Haute....	41	2,132	1,348½	63.2	5	12.2	83	3.9	38	92.7	700½	32.9
Evansville.....	45	2,319	1,768	76.2	6	13.3	128	5.5	44	97.8	423	18.3
Total.....	517	25,581	20,745½	81.1	62	12.0	976½	3.8	453	87.6	3,859½	15.1

¹ As a number of the women did not begin working until after the first of the year, the possible weeks of work are less than 52 times the number reporting.

For the 517 women there were 25,581¹ possible weeks of work in the year 1913; 20,745½ of these weeks, or 81.1 per cent, were spent in the garment industry. Looking at the proportion of time spent in the garment industry for each city, it will be seen that the per cent is much lower in Terre Haute and considerably lower in Evansville, thus bringing down the average for the State. The Terre Haute situation was affected materially, as has been noted, by strikes. In Evansville the lower per cent of employment in the garment factories was due to the fact that two large establishments closed down entirely for several weeks in the summer, and as a large part of the Evansville women scheduled were in those establishments the per cent was materially reduced.

OTHER EMPLOYMENT.

Turning to the "other employment," the table shows that 62, or 12 per cent, of the women report other employment, covering 976½ weeks, or 3.8 per cent of the possible weeks of work. Terre Haute, which had the lowest per cent of employment in the garment industry,

¹ This does not include the weeks in 1913 prior to any woman's first employment, but includes all other time.

did not report the highest per cent in other employment; on the contrary, it had almost exactly the average but it had over twice the average per cent of unemployment. Of these 62 women reporting other employment, two-thirds went into other factories, one-sixth went into hotel and laundry work, and the remaining one-sixth reported work in various miscellaneous occupations, including store work, telephone, and office work.

TABLE 69.—WOMEN INDIVIDUALLY SCHEDULED IN GARMENT FACTORIES REPORTING "OTHER EMPLOYMENT," AVERAGE DURATION OF SUCH EMPLOYMENT, AND AVERAGE WEEKLY EARNINGS THEREIN.

Cities.	Women reporting other employment.					
	Number.	Total weeks worked in other employment.	Average number of weeks per person.	Average weekly earnings in other employment.	Average weekly earnings in garment factories.	Average age.
Indianapolis.....	127	466	17.3	\$6.90	\$6.04	23.4
Terre Haute.....	5	83	16.6	6.81	5.55	26.6
Evansville.....	6	128	21.3	6.28	6.02	22.0
Fort Wayne.....	12	152½	12.7	4.51	5.21	19.3
South Bend.....	11	146½	13.3	4.80	5.34	17.9
Total.....	161	976½	16.0	5.91	5.62	21.9

¹ Not including 1 woman doing home dressmaking during 1½ weeks of lay off; earnings not reported.

² Not including earnings of 2 women not reported.

As has been stated, the "other employment" was, for two-thirds of the women, employment in some other manufacturing industry, generally the one in which work was most easily obtained. The average amount of other employment was 16 weeks per person, a considerable amount, which would seemingly represent definite work carried on for some time. That women who reported this other employment were not up to the average of the workers in the garment industry is shown by their average earnings, which were \$5.62, almost \$2 lower than the general average in the garment factories. Their average earnings in other industries (\$5.91) were a trifle higher than in the garment industries. That they were not the younger girls is shown by their average age, which was 22 for all cities and ranged from 18 to 26½ in the different cities. Whether this other employment meant an effort on the part of these women, who had not done even as well as the average in the garment industry, to better themselves by trying some other work can not be more than brought up as a question from the material available at the present time.

UNEMPLOYMENT.

Turning to the actual unemployment of the women studied, there is a period of 3,859½ weeks, representing 15 per cent of the possible number of weeks of work and affecting 87.6 per cent of the women to be considered.

Inasmuch as it was not the purpose of this investigation to make a sharply analytical study of the causes of unemployment, it is not possible to discuss the subject with as much detail and accuracy as will be necessary before final conclusions will be warranted. The material here is principally valuable as pointing out the factors to be clearly developed in some future study. The full extent of unemployment or of its various causes can not be shown, but at least the tendencies are plainly indicated and show where further investigation should be made.

To facilitate discussion of the data here presented unemployment has been separated into three groups—unemployment from causes directly traceable to the industry, from causes in no way connected with the industry, and unemployment due to illness.

Under the first group falls the unemployment due to lay off. Six hundred and forty-four and one-sixth weeks or 16.6 per cent of the time unemployed, are attributed to this cause, which was reported by 39.7 per cent of the women. In other words, although the garment trades of Indiana are not sharply seasonal, a worker may expect, according to the figures presented by these 517 women, an average of about $7\frac{1}{2}$ days lay off. In the year 1913 the floods caused additional periods of lay off, since some factories were forced to close, amounting to $50\frac{1}{2}$ weeks, or 1.3 per cent of the total amount of unemployment. While this would not be normal, and has not therefore been included under lay offs proper, it was something beyond the power of the worker to prevent. Strikes were responsible for $266\frac{1}{2}$ weeks of idleness, or 6.9 per cent of the total number of weeks of unemployment. Leaving out of the question the last two groups as not normally to be expected, the average worker, then, must expect to provide out of her earnings for $1\frac{1}{2}$ weeks of enforced idleness. The question arises as to whether the worker can not fit in this time to advantage in some other industry. From the information gathered from individuals it would seem that she can not as a rule. Only three women, or 1.7 per cent of those reporting lay off, reported any other employment during that time. For two of them the other work was casual sewing at home for neighbors, for the other it was temporary work during the preholiday rush in a department store. Temporary work is difficult to find at a moment's notice, and temporary workers are not desired in any industry except at periods of temporary activity, nor can they fit themselves to do the work of a new industry in a few days. The probability of having the time of lay off occur simultaneously with the time of temporary activity in some industry where no previous training or special fitness is required is remote.

Turning to the causes which are in no way related to the industry, it appears from the table that "Voluntary vacation" and the group

"Other personal reasons" are dominant factors. By far the greater part of the unemployment not due to the industry was charged to the latter group of causes, i. e., illness in the worker's family, family cares or responsibilities which demanded presence at home, lack of necessity for steady work, etc. One thousand seven hundred and thirty-eight and five-twelfths weeks, or 45.1 per cent, of the unemployment were chargeable to this group of causes, and affected 52.8 per cent of the women.

TABLE 70.—AMOUNT, CAUSES, AND DISTRIBUTION OF UNEMPLOYMENT REPORTED BY 466 WOMEN FOR THE YEAR 1913 IN GARMENT FACTORIES IN 5 LOCALITIES.

Cities.	Unemployment.		Causes and distribution of unemployment.											
	Women reporting.	Weeks	Lay off.				Other causes connected with the industry.				Lay off because of floods.			
			Women reporting.		Weeks.		Women reporting.		Weeks.		Women reporting.		Weeks.	
			Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.
Indianapolis	¹ 223	1,627½	83	37.2	164½	10.1	.....	.....	.....	.....	25	11.2	20½	1.3
South Bend	² 70	491½	16	22.9	26½	5.4	.....	.....	.....	.....	.....	.....	.....	.....
Fort Wayne	78	617½	41	52.6	118½	19.2	.....	.....	.....	.....	29	37.2	28	4.5
Terre Haute	38	700½	7	18.4	29½	4.2	³ 12	31.6	266½	38.0	.....	.....	.....	.....
Evansville	44	423	33	75.0	305½	72.2	⁴ 4	9.1	20	4.7	1	2.3	2	.5
Total	⁵ 453	3,859½	180	39.7	644½	16.6	16	3.5	286½	7.4	55	12.1	50½	1.3

Cities.	Causes and distribution of unemployment.											
	Voluntary vacation.				Other personal reasons.				Illness.			
	Women reporting.		Weeks.		Women reporting.		Weeks.		Women reporting.		Weeks.	
	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.
Indianapolis	98	43.9	229½	14.1	115	51.6	859½	52.8	66	29.6	347½	21.4
South Bend	31	44.3	67½	13.8	54	77.1	281½	57.3	21	30.0	54½	11.1
Fort Wayne	39	50.0	89½	14.5	39	50.0	255	41.8	25	32.1	123½	20.0
Terre Haute	13	34.2	32	4.6	23	60.5	321½	45.9	10	26.3	51½	7.3
Evansville	1	2.3	2	.5	8	18.2	17½	4.2	13	29.5	75½	17.9
Total	182	40.2	420	10.9	239	52.8	1,738½	45.1	135	29.8	653½	16.9

¹ One woman, out of employment for 6 weeks, did not report cause.

² Two women, with total unemployment of 61 weeks, did not report causes.

³ Caused by strike.

⁴ Caused by firm going out of business.

⁵ Three women, with total unemployment of 67 weeks, did not report causes.

Voluntary vacation covered 420 weeks, or 10.9 per cent of the time, and was reported by 40.2 per cent of the women. The line between voluntary vacation and some of the other personal reasons is very difficult to draw, but so far as was possible only the time that was voluntarily taken off for the purpose of rest and recreation was

included in this group. It is a question whether these periods of rest should be called "unemployment." Vacations are recognized as needful for the average worker, and in the mercantile establishments the custom of providing vacations with pay is growing. Only one or two cases of vacation with pay were reported in the garment factories.

Unemployment due to illness.

The remaining cause of unemployment was illness. One hundred and thirty-five, or 29.8 per cent, of the women report a total of 653½ weeks, or 16.9 per cent, of all the unemployment as being due to illness. This, for the whole number of women, would average over 7½ days apiece. If these figures indicate truly the normal conditions, it means that the woman in the garment industry must expect to lose time from illness as well as from lay offs, and something over a week would be the normal expectation. This question of unemployment due to illness has seemed of such importance that an effort has been made to get further light on its relation to the industry and to the individuals, although the material available is not sufficient to do more than indicate probabilities.

The following table gives the amount of illness per individual reporting illness and the rates per thousand for the women in the Indiana garment factories. The only available figures to compare with these, as has previously been stated in the discussion of the department stores, are the figures from the Leipzig Local Sick Fund. The table, therefore, gives both the Indiana and the German figures. Except in the first three age groups the Indiana figures are too small to be materially valuable in making comparisons. Where the numbers are larger, the tendencies seem to be in general agreement with the showing in Indiana.

The rates of illness in the Indiana garment factories are lower than the Leipzig rates for "Clothing and cleaning" trades. The rate of cases of illness for the total, all ages, being 273.6, as compared with 352.5, and the rate of days of illness being 7,933, as compared with 9,112. In this connection it should be taken into consideration that in the Leipzig statistics all women who died are included, which is not the case with the Indiana statistics. The amount of illness per person reporting illness, on the other hand, seems to be higher in the Indiana factories than in the Leipzig industry, the average being 29 days compared with 25.9 days. The effect of this is shown on the rates per thousand, for while the rate of cases of illness in Leipzig is 28.8 per cent higher than in Indiana, the rate of days of illness per thousand is but 14.9 per cent higher.

TABLE 71.—RATE OF SICKNESS AMONG 517 WOMEN EMPLOYED IN GARMENT FACTORIES IN 5 INDIANA CITIES, COMPARED WITH THAT SHOWN BY THE "LEIPZIG LOCAL SICK FUND."

Age groups.	Women in Indiana garment factories.					Women in the clothing and cleaning industries, as reported by the Leipzig Local Sick Fund (compulsory members).				
	Total number scheduled.	Number of cases of sickness.	Average duration of each case of sickness (days).	Rate per 1,000.		Number of women under observation 1 year.	Number of cases of sickness.	Average duration of each case of sickness (days).	Rate per 1,000.	
				Cases of sickness.	Days of sickness.				Cases of sickness.	Days of sickness.
Under 15 years.....	277	71	24.6	279.4	6,874	35,251	160	23.4	294.1	6,875
15 and under 25 years ¹	144	42	30.6	291.7	8,927	11,402	11,619	23.7	329.6	7,796
25 and under 35 years.....	78	18	34.4	232.6	8,000	3,540	4,511	28.0	395.6	11,070
35 and under 45 years.....	10	2	92.0	200.0	18,400	1,561	1,450	30.2	409.6	12,390
45 and under 55 years.....	7	1	78.0	143.0	11,143	685	658	34.1	421.5	14,388
55 and under 65 years.....	1	1	3.0	1,000.0	3,000	170	271	35.5	395.6	14,047
65 and under 75 years.....							66	55.1	388.2	21,388
75 years and over.....						2				
Total.....	517	135	29.0	273.6	7,933	53,155	18,735	25.9	352.5	9,112

¹ The Indiana figures include in this group girls 14 and under 25 years of age.

LIABILITY INSURANCE AND DIRECT MEDICAL AID.

Twenty-three, or 34.3 per cent, of the establishments employing 30.2 per cent of the women reported the maintenance of liability insurance. Six of these firms reported the benefits available for a limited period only, three others "during disability." This provision is made only for disability due to injury and not for that due to illness.

The table below summarizes available information also concerning the amount of direct aid reported by firms in case of disability resulting from any cause.

TABLE 72.—PROVISION FOR MEDICAL AID IN 67 GARMENT FACTORIES AS REPORTED BY EMPLOYERS.

Provisions.	Establishments reporting.		Women employed.		Establishments reporting aid for—		Medical aid given during year.			Establishments paying wages during disability caused by accidents.				
	Number.	Per cent.	Number.	Per cent.	Limited period.	During disability.	Establishments reporting.	Women receiving aid.	Average number of days aid was given.	Number.	Per cent.	Number paying—		Number not reporting rate paid.
												Full wages.	Half or three-fourths wages.	
Direct.....	26	38.7	3,557	54.2	15	7	11	37	13.5	17	25.4	13	2	2
Through liability companies.	23	34.3	1,983	30.2	6	3	4	11	(²)	12	18.0	7	.....	5
Total.....	49	73.1	5,540	84.4	21	10	15	48	13.5	29	43.3	20	2	7

¹ Average for 13 women only; time of others not reported.

² Four of the 11 received first aid only; 1 woman received aid for 1 day; the others did not report.

SANITARY PROVISIONS.

The table below, which summarizes the sanitary provisions in the garment factories, shows that in the matter of numbers the toilet accommodations are not deficient. It also shows that almost a fifth of the establishments required some artificial light during the day, the question as to the need of artificial light being limited in the schedules to the "daylight hours" and "clear days." Nearly 39 per cent of the women employed in establishments requiring artificial light in some of their workrooms required such light for their work.

Nearly 42 per cent of the establishments had installed some ventilating devices other than doors and windows. As the range of efficiency in ventilating devices is so great and so dependent upon their proper manipulation, no attempt has been made to state the number of women affected. Neither has any attempt been made to report upon the state of ventilation in the factories, as that was among the special subjects included in the survey made by the National Health Service. The purpose here is only to indicate the standards which the proprietors of Indiana garment factories are trying to maintain by showing the amount of provision made for health and sanitation.

TABLE 73.—TOILET FACILITIES, VENTILATING DEVICES, AND ARTIFICIAL LIGHTING IN 67 GARMENT FACTORIES.

Cities.	Establishments reporting.	Women employees.	Toilets.		Establishments reporting ventilating devices other than doors and windows.		Artificial light required.			
			Seats exclusively for women.	Average number of women per seat.			Establishments reporting.		Women affected.	
					Num-ber.	Per cent.	Num-ber.	Per cent.	Num-ber.	Per cent. ¹
Indianapolis.....	25	2,437	² 141	17	7	28.0	8	32.0	304	46.8
South Bend.....	9	895	84	23	5	55.6	3	33.3	³ 50	26.3
Fort Wayne.....	11	862	59	15	7	63.6	1	10.0	3	13.0
Terre Haute.....	6	457	⁴ 28	16	4	66.7	.....	.....	.....	.....
Richmond and Muncie.....	5	314	18	17	1	20.0	1	20.0	7	9.3
New Albany, La Fayette, and Hammond.....	4	296	17	17	3	75.0	(⁵)	.....	.....	.....
Evansville.....	7	255	⁶ 22	9	1	14.3	.....	.....	.....	.....
Total.....	67	76,516	369	17	28	41.8	13	19.4	364	38.8

¹ Based on number of women in establishments requiring artificial light.

² Not including 1 establishment, employing 3 women, which reports "several," and 2 establishments, employing 16 each, which report 3 seats each, "shared by other offices and factories."

³ Two establishments did not report number of women affected.

⁴ One establishment employing 3 women did not report.

⁵ One establishment did not report.

⁶ One establishment employing 55 women did not report.

⁷ Not including 45 women for which sanitary conditions were not reported.

DETAILED TABLES—DEPARTMENT AND OTHER RETAIL STORES AND GARMENT FACTORIES.

Following are the detailed tables of all the information furnished by employers and employees concerning hours, wages, and conditions of labor.

WORKING HOURS OF WOMEN EMPLOYED IN SELLING DEPARTMENTS AS REPORTED

[Bracketed hours indicate either a permanent change of hours during the year or that the individual had worked in more than 1 establishment or worked in shifts. Establishments in which different hours apply to workrooms have been noted.]

INDIANAPOLIS.

Estab- lish- ment num- ber.	Regular working hours.										Working hours during overtime season.			
	Normal season.					Dull season.					Busy season.			
	Duration: Wks.	Women af- fect- ed.	Children af- fect- ed.	Hours, usual day.	Hours, ex- cep- tional day.	Hours per week.	Duration: Wks.	Fe- males af- fect- ed.	Hours, usual day.	Hours, ex- cep- tional day.	Hours per week.	Duration: Wks.	Women af- fect- ed.	Hours per week.
1	50½	7	.....	5½	{ 10 11½ }	50½	.....	.....	.....	.....	.....	.....	.....	.....
2	30½	80	6	9	11½	56½	{ 7 8 }	76	{ 9 8 }	11½ 9	56½ 49	3	100	56½
3	{ 6 15 }	264	20	9	{ 11½ }	56½ 54	{ 4½ 5½ }	263	9	{ 11½ }	56½ 54	3 16	396	{ 56½ 54 }
4	9½	1	.....	9	11½	56½	{ 8½ 9 }	1	{ 9 8 }	11½	{ 56½ 51½ }	23½	2	56½
5	{ 14½ 14½ }	68 70	{ 14 15 }	9	{ 11 }	56 54	{ 7 5½ }	74 68	8 8	11 9	56 49	4½ 3½	102 85	56 49
6	29½	3	.....	9	12	57	{ 8½ 10½ }	3	{ 8 8½ }	12 8½	57 48½	3	3	57

¹ Wherever the maximum working hours occurred on the days immediately preceding Christmas the 6 working days before Christmas were considered the week, although a Sunday intervened.

² 7-day week shift system; 5 short days of 5½ hours and 2 long days, either 1 of 11½ and 1 of 10 hours or both of 11½ hours.

³ Sunday working hours.

⁴ Also worked 3½ hours Christmas day, which immediately followed the maximum week.

⁵ Children do not work more than 9 hours a day or 54 hours a week throughout the year.

⁶ Working hours in the alteration department were the same as in the selling department, except as follows:

Hours worked in alteration department when differing from those of selling department.

Estab- lish- ment num- ber.	Num- ber of alter- ation work- ers.	Period of additional overtime hours.						Differences in regular hours.
		Duration in weeks.	Num- ber of wo- men.	Hours, usual day.	Hours, exceptional day.	Average weekly hours.	Maximum weekly hours.	
3	16	a { 3 6 }	19	{ 9 9 11 }	{ 11 11½ 11½ }	60½ 60	61½	None.
4	2	a { 8 8 7 }	3	9	{ 11 11½ 11 }	60½ 58½ 61	61½ 59 62	No overtime hours before Christmas.
6	3	a { 2 1 1 }	3	{ 9 8 8 }	{ 12 8½ 10½ }	59 52½ 50½	59½ 52½ 50½	Do.
9	39	b 26	14	9	{ 10 10½ }	55	55½	None.
12	6	.....	.....	.....	.....	.....	.....	No overtime hours before Christmas.
13	130	a 1	90	{ 9 11½ }	.....	61½	61½	Never work more than 54 hours.
16	5	3	10	{ 12 9 }	9	66	66	None.
21	48	7	25	{ 11 8½ }	.....	60	60	None.
24	30	5	30	8½	9½	52	52	None.
25	6	9	13	8½	{ 9 10½ }	55½	55½	None.

^a Do not work overtime hours given for selling departments.

^b Overtime also occurs at irregular intervals throughout the year; do not work the overtime hours given for selling departments.

^c Not reported.

OF DEPARTMENT AND OTHER RETAIL STORES IN SPECIFIED CITIES
BY EMPLOYERS.

[Bracketed hours indicate either a permanent change of hours during the year or that the individual had worked in more than 1 establishment or worked in shifts. Establishments in which different hours apply to workrooms have been noted.]

INDIANAPOLIS.

Working hours during overtime season.												Es- tab- lish- ment num- ber.
Normal season and dull season.							Before Christmas.					
Season.	Dura- tion: Wks.	Fe- males af- fect- ed.	Hours, usual day.	Hours, excep- tional day.	Aver- age weekly hours.	Maxi- mum hours per week.	Dura- tion: Wks.	Fe- males af- fect- ed.	Hours, usual day.	Hours, excep- tional day.	Maxi- mum hours per week. ¹	
Dull...	{ 1 1 }	25	{ 8 9 10½ 9½ }	{ 9 7 11½ 11 }	56	57	1½	12	12½	13½	82½	1
do...	{ 1 1 }	25	{ 9 10½ 9½ }	{ 11½ 11 }	63½	64½	1½	91	11½	.....	69	2
do...	{ 1 1 }	25	{ 10½ 9½ }	{ 11½ 11 }	62	69	.....	.....	.....	.....	.....	3
Normal.	2	15	12½	{ 9 12 }	66	(7)	1½	3	11½	.....	69	4
							½	114	11	9	60	5
							½	3	12	9	66	6

WORKING HOURS OF WOMEN EMPLOYED IN SELLING DEPARTMENTS INDIANAPOLIS—Continued.

Es- tab- lish- ment num- ber.	Regular working hours.										Working hours during overtime season.			
	Normal season.					Dull season.					Busy season.			
	Duration: Wks.	Women af- fect- ed.	Children af- fect- ed.	Hours, usual day.	Hours, ex- cep- tional day.	Hours per week.	Duration: Wks.	Fe- males af- fect- ed.	Hours, usual day.	Hours, ex- cep- tional day.	Hours per week.	Duration: Wks.	Women af- fect- ed.	Hours per week.
7	{ 1 30½ }	226	20	{ 8½ 9 }	-----	{ 51 54 }	4 9	233 251	9 8	----- 4½	{ 54 44½ }	3½	276	54
8	{ 17½ 13 }	75	-----	9	{ 11½ ----- }	{ 56½ 54 }	8 9	{ 75 ----- }	{ 9 8 }	11½ 9	{ 56½ 49 }	3	125	56½
9	{ 27 1 }	145 119	----- 1	9 8	----- 5	{ 54 45 }	4½ 1 5	{ 110 ----- }	{ 9 8½ 8 }	----- 5	{ 54 51 45 }	6	161	55
10	{ 13 13 }	47	-----	{ 9 8½ }	11½ 9	{ 56½ 51½ }	8½ 9	{ 45 ----- }	{ 9 8 }	11½ 9	{ 54 49 }	{ 4 1 3 }	47 100 100	{ 56½ 51½ 54 }
11	{ 12 17½ }	65	-----	{ 9½ 8½ }	11 9	{ 56½ 52½ }	7 10	{ 65 ----- }	{ 9½ 8½ }	11 9	{ 56½ 52½ }	{ 1 3 }	125	{ 56½ 53½ }
12	{ 9 21½ }	44	15	8½	{ 11½ ----- }	{ 56 53½ }	{ 7 1 9 }	{ 59 ----- }	8½ 7½	11½ -----	{ 56 47½ }	3	76	53½
13	{ 8 14 }	395	16	9	11½	{ 56½ 54 }	{ 6 9 }	411	9 8	----- 9	{ 54 49 }	4½	561	54

¹ Hours worked on holiday which occurred in this week.

² Not reported.

³ Working hours in the alteration department were the same as in the selling department, except as follows:

Hours worked in alteration department when differing from those of selling department.

Es- tab- lish- ment num- ber.	Num- ber of alter- ation work- ers.	Period of additional overtime hours.						Differences in regular hours.	
		Duration in weeks.	Number of women.	Hours, usual day.	Hours, exceptional day.	Average weekly hours.	Maximum weekly hours.		
3	16	a { 3 6 }	19	{ 9 9 11 }	{ 11 11½ 11½ }	60½ 60	61½	None.	
4	2	a { 8 8 7 }	3	9	{ 11 11½ 11 }	60½ 58½ 61	61½ 59 62	No overtime hours before Christmas.	
6	3	a { 2 1 1 }	3	{ 9 8 10½ }	{ 12 8½ 10½ }	59 52½ 50½	59½ 53½ 50½	Do.	
9	39	b 26	14	9	{ 10 10½ }	55	55½	None.	
12	6	.....	.....	.....	.....	.....	.....	No overtime hours before Christmas.	
13	130	a 1	90	{ 9 11½ }	.....	61½	61½	Never work more than 5½ hours.	
16	5	3	10	12	9	66	66	None.	
21	48	7	25	{ 9 11 }	.....	60	60	None.	
24	30	5	30	8½	9½	52	52	None.	
25	6	9	13	8½	{ 9 10½ }	55½	55½	None.	

^a Do not work overtime hours given for selling departments.

^b Overtime also occurs at irregular intervals throughout the year; do not work the overtime hours given for selling departments.

^c Children do not work more than 10 hours on Saturday and 55 hours a week throughout the year.

OF DEPARTMENT AND OTHER RETAIL STORES, ETC.—Continued.

INDIANAPOLIS—Continued.

Working hours during overtime season.												Estab- lish- ment num- ber.
Normal season and dull season.							Before Christmas.					
Season.	Duration: Wks.	Fe- males af- fect- ed.	Hours, usual day.	Hours, excep- tional day.	Aver- age weekly hours.	Maxi- mum hours per week.	Duration: Wks.	Fe- males af- fect- ed.	Hours, usual day.	Hours, excep- tional day.	Maxi- mum hours per week.	
Normal.	1	16	12½	9	64½	64½						7
	2	64	10½	{ 9 13 }	58½	58½						
Dull.....	1	4	9	12½	57½	57½	½	125	11½	9	64	8
	1	6	12½	{ 8 13 }	64	(*)						
Normal.	3	108	9	12	54½	57						9
	1	90	8	{ 5 11 }	45½	48						
Dull.....	1½	104	{ 9 12 }	{ 8 5 }	63	63						10
	1½	109	11		54	54						
Dull.....	1	35	9½	{ 11 12 }	59½	59½	½	100	11½	8½	63	11
	1	3	8½	{ 10½ 11½ }	57½	57½						
do.....	1	3	8½	{ 10½ 11½ }	57½	57½	½	87	8½	{ 11 11½ }	60½	13
Normal.	1	25	9	{ 11½ 13 }	60½	60½						
Dull.....	1	300	9	{ 11 11 }	60½	60½						13

WORKING HOURS OF WOMEN EMPLOYED IN SELLING DEPARTMENTS INDIANAPOLIS—Concluded.

Es- tab- lish- ment num- ber.	Regular working hours.										Working hours during overtime season.			
	Normal season.					Dull season.					Busy season.			
	Duration: Wks.	Women af- fected.	Children af- fected.	Hours, usual day.	Hours, ex- cep- tional day.	Hours per week.	Duration: Wks.	Fe- males af- fected.	Hours, usual day.	Hours, ex- cep- tional day.	Hours per week.	Duration: Wks.	Women af- fected.	Hours per week.
14	18½	6	.....	9	9½	54½	10½	6	9	9½	54½	3½	9	54½
15	30½	2	.....	9	12	57	17½	2	9	12	57	4	2	57
16	6	5	.....	9	8	54½	5	9	8	56	54½	19½	8	57
	7			9	8			9	8	56				
					10½			9	8	54½				
17	36	55	.....	9	8½	54	9	55	8	4	44	5	125	54
	1			9	8½									
18	8½	38	6	9	11½	56½	8	44	9	11½	56½	9	44	56½
	24½			9	11½	53½	9					13	49	53½
19	26	53	.....	9		54	12½	53	9	.....	54	4½	74	54
							9		9					
20	32	6	.....	9		54	8	6	9	9	54	2	6	54
							9		8	.....	49			
21	21½	35	.....	9		54	4	30	8½	4½	54	17½	45	54
							9		8		47			
22	42	12	1	8½		51	9	8			48			
				8½										
23	51½	5	.....	8½		52½						½	8	52½
				9										
24	17½	22	.....	8½		51	7½	18	8½	.....	51	17½	40	51
							9							
25	17	6	.....	8½	9	51½	9	6	8	9	49	26	6	51½
26	17½	8	.....	8½		51	10½	8	8½	.....	51	24	12	51
							9							
27	21½	25	.....	8½		51	18	25	8½	4½	51	3½	31	51
							9				47			
28	28½	20	.....	8	.....	48	16½	16	8	.....	48	5	32	51

¹ Working hours in the alteration department were the same as in the selling department, except as follows:

Hours worked in alteration department when differing from those of selling department.

Es- tab- lish- ment num- ber.	Num- ber of alter- ation work- ers.	Period of additional overtime hours.						Differences in regular hours.
		Duration in weeks.	Num- ber of wo- men.	Hours, usual day.	Hours, ex- cep- tional day.	Average weekly hours.	Maximum weekly hours.	
3	16	a { 3 6 }	19	9	{ 11 11½ 11½ }	60½	61½	None.
4	2	a { 8 8 7 }	3	9	{ 11 11½ 11 }	60½ 58½ 61	61½ 59 62	No overtime hours before Christmas.
6	3	a { 2 1 1 }	3	9	{ 12 8½ 10½ }	59 52½ 50½	59½ 53½ 50½	Do.
9	39	b 26	14	9	{ 10 10½ }	55	55½	None.
12	6	.....	.....	.....	.....	.....	.....	No overtime hours before Christmas.
13	130	a 1	90	9	{ 9 11½ }	61½	61½	Never work more than 54 hours.
16	5	3	10	12	9	66	66	None.
21	48	7	25	{ 9 11 }	.....	60	60	None.
24	30	5	30	8½	9½	52	52	None.
25	6	9	13	8½	{ 9 10½ }	55½	55½	None.

^a Do not work overtime hours given for selling departments.

^b Overtime also occurs at irregular intervals throughout the year; do not work the overtime hours given for selling departments.

^c Since Sept. 1, 1913, hours have been shortened to 8½ hours on week days, with a 11½-hour day on Saturdays, as before, making a 53½-hour week.

OF DEPARTMENT AND OTHER RETAIL STORES, ETC.—Concluded.

INDIANAPOLIS—Concluded.

Working hours during overtime season.												Estab- lish- ment num- ber.
Normal season and dull season.							Before Christmas.					
Season.	Dura- tion: Wks.	Fe- males af- fect- ed.	Hours, usual day.	Hours, excep- tional day.	Aver- age weekly hours.	Maxi- mum hours per week.	Dura- tion: Wks.	Fe- males af- fect- ed.	Hours, usual day.	Hours, excep- tional day.	Maxi- mum hours per week.	
{ Normal.	5	6	9	9½	55	55	½	9	10½	{ 9 9½ }	59½	14
{ Dull....	{ 3 2 }	6	{ 9 8 }	{ 9½ 8½ }	55 49	55 49	}					15
												16
Normal.	1	10	9	10½	55½	57						17
}												18
												19
Dull....	1	6	8	9	49	49						20
												21
Normal.	1	10	8½	10½	53	53						22
												23
Dull....	1	18	8½	9½	52	52						24
												25
												26
												27
{ Normal.	1	8	8	10	50	50						28
{ Dull....	1											

WORKING HOURS OF WOMEN EMPLOYED IN SELLING DEPARTMENTS

TERRE HAUTE.

Estab- lish- ment num- ber.	Regular working hours.											Working hours during overtime season.		
	Normal season.						Dull season.					Busy season.		
	Dura- tion: Wks.	Wo- men af- fect- ed.	Child- ren af- fect- ed.	Hours, usual day.	Hours, ex- cep- tional day.	Hours per week.	Dura- tion: Wks.	Fe- males af- fect- ed.	Hours, usual day.	Hours, ex- cep- tional day.	Hours per week.	Dura- tion: Wks.	Wo- men af- fect- ed.	Hours per week.
1	23	175	25	8½	11½	54	7	200	8½	11½	54	1½	225	54
2	12½	2	.....	9	12	57	18	2	9	{ 10 12 }	57	{ 3½ 3½ }	2 2	63 66
3	27½	3	.....	10	12½	62½	13	5	10	12½	62½	5	5	62½
4	24½	3	.....	9	12	57	27	3	9	12	57	.....	.....	.....
5	35½	13	2	9	12	57	13	15	9	12	57	3	21	57
6	31½	46	.....	9	12	57	18	43	9	12	57	2	70	57
7	49½	56	.....	9	12	57	.....	.....	.....	.....	.....	1	65	57
8	31½	40	.....	9	12	57	13	35	9	12	57	3	40	57
9	29	45	3	8½	11½	55	{ 8½ 7 }	22	{ 8½ 8½ }	{ 11½ 10½ }	{ 55 51½ }	3	37	55
10	.....	.....	.....	.....	.....	.....	18	4	8½	11½	54	33½	6	54
11	37½	68	.....	8½	11	52½	9	68	7½	10½	49½	3	78	52½
12	37½	166	2	8½	11½	53½	9	150	8½	.....	50	3	218	53½
13	48½	17	.....	8	10½	50½	.....	.....	.....	.....	.....	3	17	50½

EVANSVILLE.

1	41½	13	.....	10	{ 13 13½ }	{ 63 7 63½ }	9	13	10	13	63	.....	.....	.....
2	42	4	1	9	13	58	{ 7 2 }	5	9	{ 13 4 13 }	58 53	.....	.....	.....
3	32½	9	.....	9½	12½	59	17½	9	9½	12½	59	.....	.....	.....
4	50	8	.....	{ 6½ 12½ }	{ 5 10 }	{ 60½ 60½ }	.....	.....	.....	.....	.....	(4)	.....	.....
5	26	52	5	9	12	57	16	57	9	12	57	8½	57	57
6	26½	55	.....	9	12	57	21½	50	9	12	57	.....	.....	.....
7	49½	45	.....	9	12	57	.....	.....	.....	.....	.....	.....	.....	.....
8	31	5	.....	9	12	57	9	4	9	12	57	11	5	57
9	38½	10	.....	9	12	57	11	10	9	10	55	.....	.....	.....
10	51	5	.....	9	12	57	.....	.....	.....	.....	.....	.....	.....	.....
11	51	5	.....	9	12	57	.....	.....	.....	.....	.....	.....	.....	.....
12	33	8	.....	9	12	57	18	8	9	12	57	.....	.....	.....

¹ Working hours in the alteration department were the same as in the selling department, except as follows: *Establishment 1.*—10½ weeks, 58 hours; 12½ weeks, 63 hours, and did not work any extended hours of selling force. *Establishment 8.*—4 weeks, 66 hours; 11½ hours usual day. Did not work selling force extended hours. *Establishment 9.*—3½ weeks, 68 hours; 11½ hours usual day. Did not work selling force extended hours. *Establishment 10.*—24 weeks, 61½ hours; 11 hours usual day. *Establishment 11.*—1 week, 61½ hours; 11½ hours usual day. *Establishment 12.*—5 weeks, 63½ hours; 11½ hours usual day. Normal season, 32 weeks, 53 hours, 4 women; 56½ hours, 20 women. Dull season, 6½ weeks, 53 hours; 8½ weeks, 53 hours, 4 women; 56½ hours, 20 women.

² Affected only women over 16 years.

³ Sunday working hours.

⁴ Not reported.

⁵ Only 20 women worked overtime one of these weeks.

⁶ Children work 50 hours per week throughout year, except the week before Christmas, when they worked 56½ hours.

OF DEPARTMENT AND OTHER RETAIL STORES, ETC.—Continued.

TERRE HAUTE.

Working hours during overtime season.												Es- tab- lish- ment num- ber.	
Normal season and dull season.							Before Christmas.						
Season.	Duration: Wks.	Fe- males af- fect- ed.	Hours, usual day.	Hours, excep- tional day.	Aver- age weekly hours.	Maxi- mum hours per week.	Duration: Wks.	Fe- males af- fect- ed.	Hours, usual day.	Hours, excep- tional day.	Maxi- mum hours per week.		
Normal.	2	100	11½	8½	63	63	½	225	11½	8½	63	11	
{	16	56	8½	9½	56	56							
Dull.....	2	7	11½	10½	69	69	½	4	12	{	9 11½	68½	2
{	8	2	9	10½	58½	58½							
Normal.	6	3	10	12½	63	63	½	6	{	10 12½	{	68½	3
{				12½									
							½	3	12	9	66	4	
							½	21	12	9	66	5	
							½	70	12	9	66	6	
Normal.	1	56	9	3½	60½	60½	½	71	12	9	66	7	
{	2	17	9	10	61	(¹)							
Dull.....	2	24	9	11	59	60	½	40	{	9 12	}	65	18
{				12									
Normal.	2	35	8½	9½	56	56	½	37	11½	8½	64	19	
{				11½									
Dull.....	1		8½	12	58½	58½	½						
{	1	5		10½									
			8½	11½	55	55	½	6	11½	8½	63	10	
Normal.	2	6	8½	10½	57½	57½	½	78	11	8½	60½	11	
{			11	11½									
Normal.	2	10	8½	10½	55½	55½	½	218	{	8½ 11½	}	59½	12
{				11½									
							½	17		8	58	13	

EVANSVILLE.

							1½	14	13		79½	1
							1	5	13	12	76	2
Normal.	½	5	10½	9½	62	62	1½	15	12½	12½	75½	3
				12½			2	7	9½	8	75½	4
				12½			1½	52	12	12	72	5
Normal.	1		9	11½			2	81	12		72	6
Dull.	1	17		12	61½	(¹)						
Normal.	1	2	11	12	63	(¹)	1½	57	12		72	7
			10				1	5	12		72	8
Normal.	1	4	9	11	61	61	1½	10	12		72	9
				12			1	5	12		72	10
							1	5	12		72	11
							1	8	12		72	12

¹ Only 2 women at a time work 63½ hours a week.

² Children work 4 hours per week less in normal and dull seasons. On Saturday work from 12 m. to 10 p. m.

³ Working hours in the alteration department were the same as in the selling department, except as follows: *Establishment 3*.—1½ hours less throughout year and do not work overtime in normal and dull seasons. *Establishment 4*.—1 hour less in normal and busy seasons; 2 hours less in dull season; no overtime in busy season, but 2 weeks overtime averaging 62½ hours; maximum, 66 hours in normal season. *Establishment 6*.—54 hours throughout year. *Establishment 18*.—One hour less throughout periods of regular hours and worked no extended hours. *Establishment 19*.—Extended hours in busy season were 61 and occurred 10 weeks. *Establishment 21*.—Probably 3 girls worked 15 minutes overtime, two or three evenings during the year.

¹⁰ Children do not work more than 8½ hours for 5 days, and 11½ hours on Saturday.

WORKING HOURS OF WOMEN EMPLOYED IN SELLING DEPARTMENTS

EVANSVILLE—Concluded..

Es- tab- lish- ment num- ber.	Regular working hours.										Working hours during overtime season.			
	Normal season.					Dull season.					Busy season.			
	Duration: Wks.	Women affected.	Children affected.	Hours, usual day.	Hours, exceptional day.	Hours per week.	Duration: Wks.	Females affected.	Hours, usual day.	Hours, exceptional day.	Hours per week.	Duration: Wks.	Women affected.	Hours per week.
13	39½	20	.....	9	12	57	7½	16	9	.....	54	3	35	57
11	51	5	.....	9	12	57	.....	.....	.....	.....	.....	.....	.....	.....
15	45	26	.....	8½	11½	55½	4½	20	8½	11½	55½	.....	.....	.....
16	215	23	.....	9	12	57	8	23	9	12	57	.....	.....	.....
17	35½	9	.....	9	12	57	15	6	9	12	57	.....	.....	.....
18	17½	13	.....	9	12	57	9½	13	9	12	57	23½	17	57
19	25½	94	.....	8½	11½	55	{ 11½ 11 }	75	8½	{ 11½ 11 }	51½	½	127	55
20	27½	7	.....	9	12	57	{ 9 9 9 9 }	6	9	{ 12 12 10½ 10½ }	54 57 53 51	11	10	57
21	21½	1	.....	8½	10½	53	{ 9 9 9 9 }	1	8½	{ 10½ 10½ 12 12 }	51 57 54	10½	1	53
22	17½	27	.....	9	12	57	{ 4 8½ }	27	9	{ 12 12 }	57 54	22	27	57

FORT WAYNE.

1	27½	5	.....	9	12	57	23	5	9	12	57	.....	.....	.....
2	27	35	.....	9	12	57	{ 8½ 13 }	35	9	{ 12 12 }	54 57	2	35	57
*3	16	7	.....	8½	11½	55½	{ 8 9 }	7	8½	{ 11½ 11½ }	55½ 53	18	9	55½
4	{ 37 4½ }	11	.....	9	{ 11½ 11½ }	{ 56½ 54 }	{ 5 4 }	11	9	{ 11½ 11½ }	{ 56½ 54 }	.....	.....	.....
5	31	38	.....	8½	11½	55½	{ 9 8½ }	36	8½	{ 11½ 11½ }	{ 55½ 52½ }	2½	53	55½
*6	31½	60	3	8½	11½	*55	{ 8 9 }	63	8½	{ 11½ 11½ }	{ 55½ 52½ }	2½	63	55
*7	35½	121	2	8½	11½	*55	{ 4 9 }	123	8½	{ 11½ 11½ }	{ 55 52½ }	2½	163	55

¹ Hours worked on a legal holiday which fell in this week.

² In business only 25½ weeks during year.

³ 25 additional women were employed for 6 hours a day 8 days before Christmas.

⁴ Working hours in the alteration department were the same as in the selling department, except as follows: *Establishment 3.*—½ hours less throughout year and do not work overtime in normal and dull seasons. *Establishment 4.*—1 hour less in normal and busy seasons; 2 hours less in dull season; no overtime in busy season, but 2 weeks overtime averaging 62½ hours; maximum, 66 hours in normal season. *Establishment 6.*—54 hours throughout year. *Establishment 18.*—One hour less throughout periods of regular hours and worked no extended hours. *Establishment 19.*—Extended hours in busy season were 61 and occurred 10 weeks. *Establishment 21.*—Probably 3 girls worked 15 minutes overtime, two or three evenings during the year.

⁵ Working hours in the alteration department were the same as in the selling department except as follows:

Hours worked in alteration department, when differing from those of selling department, in Fort Wayne.

Establishment number.	Number of alteration work-ers.	Period of additional extended hours.						Differences in regular hours.
		Duration in weeks.	Number females.	Hours, usual day.	Hours, exceptional day.	Average weekly hours.	Maximum weekly hours.	
3	5	2	6	11½	8½	65½	65½	{ Normal, 14 weeks, 53½ hours. Dull { 6 weeks, 53½ hours. 11 weeks, 51 hours.
6	10	{ 1 20	9 11	11 10½	8½ 11	66 61½	66 61½	
7	22	12	15	11½	8½	64	64	
8	12	4	5	10½	{ 11½ 8½ }	63½	63½	
9	3	6	2	8½	{ 10½ 11 }	57½	57½	
10	4	1	4	11½	8½	66½	66½	

OF DEPARTMENT AND OTHER RETAIL STORES, ETC.—Continued.

EVANSVILLE—Concluded.

Working hours during overtime season.											Es- tab- lish- ment num- ber.	
Normal season and dull season.							Before Christmas.					
Season.	Dura- tion: Wks.	Fe- males af- fect- ed.	Hours, usual day.	Hours, except- ional day.	Aver- age weekly hours.	Maxi- mum hours per week.	Dura- tion: Wks.	Fe- males af- fect- ed.	Hours, usual day.	Hours, except- ional day.	Maxi- mum hours per week.	
Dull.....	1	16	9	1 1½	46½	46½	1½	35	12	.....	72	13
Normal.	1	20	8½	11½	58½	58½	1½	5	12	.....	72	14
Dull.....	1	13	9	{ 9½ 12 }	57½	57½	1½	a 32	12	11	70	15
							1½	35	12	11	70	16
							1½	13	11	12	68	17
Normal.	{ 1 1 }	6	{ 8½ 10½ }	{ 11½ 10½ 11½ }	59	59	1½	127	11½	10½	68	18
					65	65						19
							½	10	12	9	66	20
							1½	1	10½	.....	63	21

FORT WAYNE.

							1½	10	{ 11½ 12 }	.....	71½	1
							1½	55	11	12	70	2
							1	9	11½	.....	70	3
							1½	15	11½	.....	69	4
							1	68	11½	10½	68½	5
							1	63	11½	.....	⁶ 67½	6
							1	163	11½	.....	⁷ 67½	7

^a Children work 52½ hours per week except during week before Christmas, when they work 65 hours.

⁷ Children work 52½ hours per week throughout the year.

WORKING HOURS OF WOMEN EMPLOYED IN SELLING DEPARTMENTS
FORT WAYNE—Concluded.

Es- tab- lish- ment num- ber.	Regular working hours.											Working hours during overtime season.		
	Normal season.						Dull season.					Busy season.		
	Duration: Wks.	Women af- fected.	Children af- fected.	Hours, usual day.	Hours, ex- cep- tional day.	Hours per week.	Duration: Wks.	Fe- males af- fected.	Hours, usual day.	Hours, ex- cep- tional day.	Hours per week.	Duration: Wks.	Women af- fected.	Hours per week.
18	22½	25	.....	8½	11½	55½	18 8	22	8½	11½	55½	2½	25	55½
19	26 4	10	.....	8½	11	53½ 51	12½ 5	10	8½	11	53½ 51	2	12	53½
10	20	7	.....	8½	11½	55½	20	5	8½	11½	55½	11	7	55½
11	18	3	.....	8½	11½	55½	9 8½	2	8½	11½ 10½	55½ 54½	15½	3	55½
12	16	5	.....	9	12	57	4 9	4	9	12	57	22	8	57
13	39½	16	.....	8½	11½	55½	9	11	8½	11½	55½	3½	35	55½
14	30	29	.....	8½	11½	55	9	35	8½	11½	52½	.....	.....	.....

SOUTH BEND.

1	5½	7	.....	8½	11½	57½	7½	6	8½	11½	57½	6	7	57½
2	17	78	.....	8½	11½	55½	13½	52	8½	11½	55½	1	89	55½
3	35½	1	.....	9	11½	56	6	1	9	11½	56	.....	.....	.....
4	2	7	.....	8½	10½	56½	9	6	8½	11	56½	7	8	56½
5	16	3	.....	9	11	54½	8	3	9	11	54½	14	3	56
6	23½	2	.....	10	11½	59½	10½	2	10	11½	59½	2½	2	59½
7	9	60	.....	8½	10½	54½	8½	60	8½	11	54½	1	83	54½
8	22½	33	.....	8½	10½	55½	7½	30	8½	11	55½	2	43	53½
9	50	27	.....	8½	11½	55½	.....	.....	.....	.....	.....	.....	.....	.....
10	20½	1	.....	8½	10½	57	22½	1	8½	10½	57	8½	1	57

¹ Working hours in the alteration department were the same as in the selling department except as follows:

Hours worked in alteration department, when differing from those of selling department in Fort Wayne.

Estab- lish- ment num- ber.	Num- ber of altera- tion work- ers.	Period of additional extended hours.						Differences in regular hours.
		Duration in weeks.	Number females.	Hours, usual day.	Hours, exceptional day.	Average weekly hours.	Maximum weekly hours.	
3	5	2	6	11½	8½	65½	65½	Normal, 14 weeks, 53½ hours. Dull 6 weeks, 53½ hours. 11 weeks, 51 hours.
6	10	1	9	11	8½	66	66	
7	22	20	11	10½	11	61½	61½	
8	12	12	15	11½	8½	64	64	None.
9	3	4	5	10½	11½	63½	63½	None.
10	4	6	2	8½	10½	57½	57½	None.
10	4	1	4	11½	8½	66½	66½	None.

OF DEPARTMENT AND OTHER RETAIL STORES, ETC.—Continued.

FORT WAYNE—Concluded.

Working hours during overtime season.												Estab-lish-ment num-ber.
Normal season and dull season.							Before Christmas.					
Season.	Dura-tion: Wks.	Fe-males af-fect-ed.	Hours, usual day.	Hours, excep-tional day.	Aver-age weekly hours.	Maxi-mum hours per week.	Dura-tion: Wks.	Fe-males af-fect-ed.	Hours, usual day.	Hours, excep-tional day.	Maxi-mum hours per week.	
Dull....	1	3	10½	{ 8½ 11 }	59½	59½	1	30	10½	11½	65	8
							1½	14	11	9½	64½	9
							1	5	11½	{ 8½ 10½ }	64½	10
							1	2	{ 8½ 10½ }	{ 11 11½ }	61	11
							1	5	{ 7 12 }	.....	57	12
												13
												14

SOUTH BEND.

							1½	7	11½	.....	69	1
							2½	89	{ 10½ 11½ }	{ 8½ 11½ }	66½	2
							3½	3	11	.....	66	3
							1½	7	11	.....	66	4
							1	3	11	.....	66	5
							{ ½ 1½ }	2	{ 11 9 11 }	{ 9 11½ 11½ }	{ 65 62½ }	6
Normal { 1 1 }	12	8½	{ 10½ 11½ }	57 54½	57½ 54½	57½	1	83	10½	.....	61½	7
Dull.... 1	27	8½	{ 10½ 11 }	(*)	57½	57½						
							1½	45	10½	{ 8½ 11 }	61½	8
							2	45	9½	{ 11½ 8½ }	60½	9
							½	1	10½	{ 8½ 11½ }	60½	10

* Four salesgirls worked 11 hours overtime in alteration department for one week in this period.

† In business only 39 weeks in 1913.

‡ Working hours in the alteration department were the same as in the selling department except as follows:

Establishment 3.—6 additional extended weeks of 66½ hours, 3 weeks of 57½ hours, Christmas overtime hours worked in selling department by part of force.

Establishment 5.—Saturday hours are 11½ throughout year.

Establishment 10.—Hours irregular—less than those of selling force.

§ Not reported.

WORKING HOURS OF WOMEN EMPLOYED IN SELLING DEPARTMENTS

SOUTH BEND—Concluded.

Es- tab- lish- ment num- ber.	Regular working hours.										Working hours during overtime season.			
	Normal season.					Dull season.					Busy season.			
	Duration: Wks.	Women affected.	Children affected.	Hours, usual day.	Hours, exceptional day.	Hours per week.	Duration: Wks.	Females affected.	Hours, usual day.	Hours, exceptional day.	Hours per week.	Duration: Wks.	Women affected.	Hours per week.
11	{ 7 14 }	7	.....	8½	{ 11 11½ 11½ 11½ }	57½	6	{ 7 6 }	8½	{ 11 11½ 11½ }	57½	6	{ 8 11½ }	{ 57½ 55½ }
* 12	{ 19½ 10 2 }	12	.....	8½	{ 11 11½ 10½ 11½ 11½ }	57½	8½ 9½	{ 12 12 }	8½	{ 11 11½ 11½ }	57½ 55½	1½	12	55½
* 13	42½	117	11	8½	11½	55	8½	128	8½	{ 4½ 11½ }	50½	.....	.....	.....
14	{ 7 19½ }	35	.....	{ 7½ 8½ }	{ 11 11 }	{ 49½ 52½ }	{ 9 9½ 4 }	33	{ 7½ 8½ }	{ 10½ 11 }	{ 49½ 52½ 54½ }	1	35	52½
15	20	1	.....	8	.....	48	17	1	8	.....	48	15	1	48

MUNCIE.

1	22	22	.....	9	12	57	17	18	9	12	57	11	26	57
2	44½	17	.....	8½	11½	55½	4½	17	8½	11½	55½	1½	43	55½
3	39½	9	2	9	12	57	8½	11	9	12	57	.....	.....	.....
4	28½	22	.....	9	12	57	15½	22	9	12	57	7½	34	57
5	35½	12	.....	9	12	57	13	12	9	12	57	3	14	57
6	5½	6	.....	9	12	57	{ 8½ 10½ }	5	{ 9 8½ }	12	{ 57 54½ }	27½	12	57
7	44	1	.....	9	12	57	.....	.....	.....	.....	.....	7½	1	57
8	40	26	.....	9	12	57	7½	26	9	12	57	3	29	57
9	28	17	.....	9	12	57	13	14	9	12	57	9½	17	57
10	14	10	.....	9	11	56	13	10	9	11	56	24½	10	57
11	8	7	.....	9	11	56	.....	.....	.....	.....	.....	8½	7	56
12	16	111	1	8½	10½	54½	10	103	8½	10½	54½	25½	127	54½
13	26	1	.....	9	12	57	26	1	9	12	57	.....	.....	.....

HAMMOND.

10	13½	16	.....	9	{ 11 12 }	59	1	16	9	{ 11 12 }	59	.....	.....	.....
2	32½	30	3	9	{ 11 12½ 11 }	59½	17½	26	9	{ 11 12½ 11 }	59½	1	41	59½
3	32	11	.....	9	{ 11 12 }	59	18	11	9	{ 11 12 }	59	1½	24	59
4	48½	170	.....	9	11	58	.....	.....	.....	.....	.....	2	170	58

¹ Maximum week, worked by 4 women; other 3 women worked 58½ hours.

² Working hours in the alteration department were the same as in the selling department except as follows:

Establishment 12.—Saturday hours 11½ throughout year. Week before Christmas 64 hours.

Establishment 13.—Saturday hours in dull season were 8½.

³ Maximum week worked by 13 women; other 14 women worked 58 hours.

⁴ Also 30 extra girls for irregular hours just before Christmas.

⁵ Children did not work more than 54 hours per week during year.

⁶ Hours worked on legal holiday which fell in this week.

⁷ Working hours in the alteration department were the same as in the selling department except as follows:
Establishment 6.—59 hours throughout year with 14 hours Saturday. Overtime one-half week, making total for week 74 hours. Usual day 14 hours. Exceptional day 9 hours.

OF DEPARTMENT AND OTHER RETAIL STORES, ETC.—Continued.

SOUTH BEND—Concluded.

Working hours during overtime season.												Es- tab- lish- ment num- ber.
Normal season and dull season.							Before Christmas.					
Season.	Dura- tion: Wks.	Fe- males af- fect- ed.	Hours, usual day.	Hours, excep- tional day.	Aver- age weekly hours.	Maxi- mum hours per week.	Dura- tion: Wks.	Fe- males af- fect- ed.	Hours, usual day.	Hours, excep- tional day.	Maxi- mum hours per week.	
}	-----						1	7	{ 10½ 8½ }	{ 8½ 11½ }	1 60½	1
	-----						1	27	8½	{ 11½ 10½ }	3 60	2 12
	-----						1	133	8½	{ 10½ 11½ }	59	2 13
	-----						2	40	8½	{ 10 11 }	57½	14
	-----											15

MUNCIE.

Dull....	1	18	9	$\left\{ \begin{array}{l} 10\frac{1}{2} \\ 12 \end{array} \right\}$	$58\frac{1}{2}$	$58\frac{1}{2}$	1	43	12	None.	72	1
							$1\frac{1}{2}$	43	$11\frac{1}{2}$		$70\frac{1}{2}$	2
Dull....	1	12	9	$\left\{ \begin{array}{l} 6\frac{1}{2} \\ 12 \end{array} \right\}$	52	52	$3\frac{1}{2}$	18	$10\frac{1}{2}$	$\left\{ \begin{array}{l} 9 \\ 12 \end{array} \right\}$	$5\ 69\frac{1}{2}$	3
							$\frac{1}{2}$	35	12	$\left\{ \begin{array}{l} 9 \\ 12\frac{1}{2} \end{array} \right\}$	$66\frac{1}{2}$	4
							$\frac{1}{2}$	14	12	9	66	5
							$\frac{1}{2}$	6	12	9	66	6
							$\frac{1}{2}$	1	12	9	66	7
Dull....	1	4	9	$\left\{ \begin{array}{l} 11 \\ 12 \end{array} \right\}$	59	59	$\frac{1}{2}$	29	11	$\left\{ \begin{array}{l} 12 \\ 9 \end{array} \right\}$	63	8
Normal.	1	15	9	$\left\{ \begin{array}{l} 6\frac{1}{2} \\ 12 \end{array} \right\}$	52	52	$\frac{1}{2}$	21	11	$\left\{ \begin{array}{l} 12 \\ 9 \end{array} \right\}$	63	9
							$\frac{1}{2}$	10	11	$\left\{ \begin{array}{l} 12 \\ 9 \end{array} \right\}$	63	10
							$\frac{1}{2}$	7	11	9	62	11
							$\frac{1}{2}$	141	$10\frac{1}{2}$	$8\frac{1}{2}$	$9\ 60\frac{1}{2}$	12
												13

HAMMOND.

							$1\frac{1}{2}$	19	11	12	$11\ 68$	101
							1	54	11	$12\frac{1}{2}$	$11\ 67\frac{1}{2}$	2
							$\frac{1}{2}$	24	11	12	$11\ 66$	3
							$1\frac{1}{2}$	230	11		$11\ 66$	4

Establishment 8.—54 hours for 30 weeks, these weeks occurring in each season.

Establishment 9.—Did not work overtime before Christmas.

Establishment 10.—55 hours for 27 weeks, occurring in normal and dull seasons.

Establishment 11.—Did not work overtime before Christmas.

Establishment 12.—54 hours throughout year for dressmaking department. Alteration department hours same as selling department.

Establishment 13.—55½ hours (average) throughout year.

* Open only 17 weeks during year.

* Children did not work more than 52½ hours per week during year.

¹⁰ Store in operation only 16 weeks in 1913.

¹¹ Girls under 18 do not work over 60 hours per week.

WORKING HOURS OF WOMEN EMPLOYED IN SELLING DEPARTMENTS

LA FAYETTE.

Est- ablish- ment num- ber.	Regular working hours.										Working hours during overtime season.			
	Normal season.						Dull season.				Busy season.			
	Dura- tion: Wks.	Wo- men af- fect- ed.	Chil- dren af- fect- ed.	Hours, usual day.	Hours, ex- cep- tional day.	Hours per week.	Dura- tion: Wks.	Fe- males af- fect- ed.	Hours, usual day.	Hours, ex- cep- tional day.	Hours per week.	Dura- tion: Wks.	Wo- men af- fect- ed.	Hours per week.
1	30	50	.....	9½	11½	58	{ 11 9 9 }	44	{ 9½ 8½ 8 }	11½	{ 58 55½ 56½ }	½	55	58
2	28½	24	.....	9	11½	56½	{ 11 9 9 }	20	{ 9 8½ 9 }	11½	{ 56½ 54 56½ }	2	48	56½
3	30½	22	.....	9	11½	56½	{ 8 9 9 }	22	{ 8½ 9 8½ }	11½	{ 56½ 54 54 }	2	22	56½
4	30½	23	.....	9	11½	56½	17½	23	8½	11½	54	3	23	56½
5	19½	7	.....	9	11½	56½	{ 17 13 9 }	7	{ 9 8½ 9 }	11½	{ 56½ 54 56½ }	.....	.....	.....
6	30½	60	.....	9	11½	56½	{ 9 9 9 }	60	{ 8½ 9 8½ }	11½	{ 56½ 54 56½ }	2	80	56½
7	.....	.....	.....	.....	.....	.....	{ 12½ 9 9 }	6	{ 9 8 8 }	11½	{ 56½ 56½ 51½ }	29½	6	56½
8	23	48	.....	9	11½	56½	17	48	8½	11	53½	11½	48	56½

RICHMOND.

1	32½	13	.....	9½	12½	60	18	12	9½	12½	60	½	17	60
2	34½	17	.....	9	12	57	13	17	9	12	57	2½	33	57
3	31	42	.....	8½	11½	55	16½	42	8½	11½	55	2½	62	55
4	22	13	.....	8½	11½	54	16	13	8½	11½	54	12	20	55
5	29	8	.....	9	12	57	9	3	9	12	57	4½	3	57
6	49½	2	.....	9	11½	56½	.....	.....	.....	.....	.....	½	2	56½
7	24	18	.....	8½	11½	55½	17	18	8½	11½	55½	4½ 4½	18 40	55½
8	15½	3	.....	8½	11½	54	10½	3	8½	11½	54	25	3	54
9	32½	2	.....	9½	12½	60	18	2	9½	12½	60	1	2	60
10	13	11	.....	8½	11½	54	18	11	8½	11½	54	20	11	54
11	13	20	.....	9	11	56	14	20	9	11	56	24	28	56
12	36½	2	.....	9	11	59	5 9	2	9	12 12	59 57	1	4	59
13	30½	10	.....	8½	11½	54	21	10	8½	11½	54	.....	.....	.....
14	35	1	.....	9	11½	56½	17	1	9	11½	56½	.....	.....	.....

¹ Working hours in the alteration department were the same as in the selling department, except as follows:

Establishment 1.—½ hour less per week in normal season of 43 weeks and in dull season of 9 weeks.

Establishment 3.—54 hours per week for 22 weeks of busy season and 30 weeks of dull season.

Establishments 4 and 8.—½ hour less per week throughout regular period, and do not work overtime before Christmas.

Establishment 5.—Regular hours in busy season and dull season ½ hour less than regular hours of normal season and dull season of selling department, and work but 1 overtime week of 60 hours.

Establishment 6.—Regular hours throughout the year are one hour less; overtime hours are one week of 58½ hours, ½ week of 63 hours, and 3 weeks of 57 hours.

OF DEPARTMENT AND OTHER RETAIL STORES, ETC.—Continued.

LA FAYETTE.

Working hours during overtime season.											Es- tab- lish- ment num- ber.	
Normal season and dull season.							Before Christmas.					
Season.	Dura- tion: Wks.	Fe- males af- fect- ed.	Hours, usual day.	Hours, excep- tional day.	Aver- age weekly hours.	Maxi- mum hours per week.	Dura- tion: Wks.	Fe- males af- fect- ed.	Hours, usual day.	Hours, excep- tional day.		Maxi- mum hours per week.
							1½	60	11	12	69	11
							1½	66	11½	-----	69	2
Dull....	1	6	9	{ 11 11½ }	60½	60½	1½	22	11½	11½	69	13
							1	23	11½	{ 11 11½ }	69	14
Dull....	1	9	9	{ 11 11½ }	60½	60½	1½	7	11	{ 11½ 12 }	67½	15
							1½	80	11½	9	64	16
							1	6	9	{ 11 11½ }	60½	7
							½	48	9	{ 10½ 11½ }	58½	18

RICHMOND.

.....	.....	.....	.....	.....	.....	.....	1	17	12	12½	73	1
Normal..	1	14	9	{ 3 12 }	51	51	1	49	12	.....	72	2
do.....	1	12	8½	{ 10½ 11½ }	58	58	1	62	11½	.....	70	3
Dull....	1	13	8½	{ 11½ 12 }	57½	57½	1	20	11½	.....	70	4
.....	.....	.....	.....	.....	.....	.....	1	3	11½	12	69½	5
Normal..	1	2	9	{ 12½ 11½ }	60	60	1	2	11½	.....	69	6
Dull....	1	18	8½	{ 11½ 11½ }	58	58	1	40	{ 11½ 11½ }	.....	69	7
.....	.....	.....	.....	.....	.....	.....	1	3	11½	.....	69	8
.....	.....	.....	.....	.....	.....	.....	½	2	12	9½	69	9
.....	.....	.....	.....	.....	.....	.....	1	13	11½	.....	69	10
.....	.....	.....	.....	.....	.....	.....	1	28	11	12	67	11
.....	.....	.....	.....	.....	.....	.....	½	4	11	9	63	12
.....	.....	.....	.....	.....	.....	.....	½	10	11½	8½	63	13
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	14

¹ Hours worked on legal holiday which fell in this week.

² Working hours in the alteration department were the same as in the selling department, except as follows:

³ Establishments 3 and 4.—Regular weekly hours, 54. Christmas week of 69 hours. No other extended weeks.

⁴ Establishment 5.—Did not work overtime before Christmas.

⁵ In business only 43½ weeks in 1913.

WORKING HOURS OF WOMEN EMPLOYED IN SELLING DEPARTMENTS

NEW ALBANY.

Es- tab- lish- ment num- ber.	Regular working hours.										Working hours during overtime season.			
	Normal season.					Dull season.					Busy season.			
	Duration: Wks.	Wom- en af- fect- ed.	Chil- dren af- fect- ed.	Hours, usual day.	Hours, ex- cep- tional day.	Hours per week.	Duration: Wks.	Fe- males af- fect- ed.	Hours, usual day.	Hours, ex- cep- tional day.	Hours per week.	Duration: Wks.	Wom- en af- fect- ed.	Hours per week.
1	23½	2	.....	8½	{ 10½ 11½	56½	21	2	8½	{ 10½ 11½	56½	7	2	56½
2	42½	16	.....	9	{ 11 12	59	9	16	9	{ 11 12	59	.....	.....	.....
3	24	3	.....	9	{ 11 12	59	23	3	9	{ 11 12	59	4½	3	59
4	32½	62	.....	8½	{ 11 12	57	10	62	8½	{ 11 12	57	3	80	57
5	48½	2	.....	9	{ 11 12	59	.....	.....	.....	.....	.....	3	2	59
6	42½	3	.....	9	{ 11 12	59	9	3	9	{ 11 12	59	.....	.....	.....
7	38	10	.....	8½	{ 11 12	57	11½	10	8½	{ 11 12	57	.....	.....	.....
8	30½	2	.....	8½	{ 10 10½	54½	9	1	8½	{ 10 10½	54½	.....	.....	.....
9	50	2	.....	8½	{ 10½ 11½	56½	.....	.....	.....	.....	.....	1½	3	56½

WEEKLY RATES OF PAY OF WOMEN EMPLOYED IN DEPARTMENT
BY EM

INDIANAPOLIS.

Estab- lish- ment num- ber.	Cash girls, messengers, bundle wrappers, packers, inspectors, and stock girls who received an amount within each classi- fied weekly rate.						Saleswomen who received an amount within each classified weekly rate.												
	Un- der \$4.00.	\$4.00 to \$4.99.	\$5.00 to \$5.99.	\$6.00 and over.	Total.	Average week- ly rate.	Un- der \$4.00.	\$4.00 to \$4.99.	\$5.00 to \$5.99.	\$6.00 to \$6.99.	\$7.00 to \$7.99.	\$8.00 to \$8.99.	\$9.00 to \$9.99.	\$10.00 to \$11.99.	\$12.00 and over.	Total.	Average week- ly rate.		
1										1	1	1				4	7	\$10.29	
2	13		1		14	3.17		1	5	10	6	8	3		5	7	45	8.27	
3	45	7	1		53	3.22	3	22	20	48	15	25	12		10	13	168	6.99	
4															1		1	10.25	
5	13	1			14	3.50		6	9	9	8	5	3		2	7	49	7.39	
6				1	1	6.00						1				1	2	10.75	
7	34	14	2	6	56	3.91			13	33	27	33	10		26	43	185	8.91	
8							77	1	6	1					2	2	89	4.61	
9	12	26	5	3	45	4.22			3	31	21	21	11		10	24	121	8.73	
10							25	6	5	2	3						41	4.93	
11							39	16	1	1							57	4.44	
12	13	7	1	1	23	3.77			2	16	4	1	4				27	6.78	
13	63	21	4	11	99	4.01	10	74	73	83	34	33	12		21	36	376	6.89	
14												2			1	3	6	11.25	
15																2	2	12.00	
16																1	5	11.25	
17									6	13	6	10	5		7	6	53	8.28	
18	10				10	3.60		7		8	6	3	3		2	1	30	7.40	

¹ Working hours in the alteration department were the same as in the selling department, except as follows:

Establishment 2.—Two additional extended weeks of 68 hours.

Establishment 4.—Five additional extended weeks { 2 of 67 hours.
3 of 68 hours. } Usual day being 10½ hours.

Establishment 6.—One additional extended week of 63 hours.

OF DEPARTMENT AND OTHER RETAIL STORES, ETC.—Continued.

NEW ALBANY.

Working hours during overtime season.												Estab- lish- ment num- ber.
Normal season and dull season.							Before Christmas.					
Season.	Duration: Wks.	Fe- males af- fect- ed.	Hours, usual day.	Hours, except- ional day.	Aver- age weekly hours.	Maxi- mum hours per week.	Duration: Wks.	Fe- males af- fect- ed.	Hours, usual day.	Hours, except- ional day.	Maxi- mum hours per week.	
							1	2	{ 8½ 12½ 9	{ 11 11½	64½	1
							1	18	{ 12 9 12	{ 11 11½	64	2
							1	4	{ 9 12	{ 11 11½	64	3
Normal .	{ 4 1 1	{ 12 8	8½	{ 10½ 12	{ 59 58½ 58½	59	1	80	12	{ 8½ 11	64	4
Dull . . .							1	2	{ 9 11 11	{ 11½ 12 9	63½	
							1	3	11	{ 12 9 12	63	6
Normal .	1	12	8½	{ 11 12½	61	61	1½	34	{ 9 11	12	63	7
							1½	4	10½		63	8
							1	3	10½	{ 8½ 11½	61	9

AND OTHER RETAIL STORES IN SPECIFIED CITIES, AS REPORTED
PLOYERS.

INDIANAPOLIS.

Women in alteration or millinery workrooms who re- ceived an amount within each classified weekly rate.										Buyers and other employees.		Office employecs.		Total.		Es- tab- lish- ment num- ber.
Un- der \$5.00.	\$5.00 to \$5.99.	\$6.00 to \$6.99.	\$7.00 to \$7.99.	\$8.00 to \$8.99.	\$9.00 to \$9.99.	\$10.00 to \$11.99.	\$12.00 and over.	Total.	Aver- age week- ly rate.	Num- ber.	Aver- age week- ly rate.	Num- ber.	Aver- age week- ly rate.	Num- ber.	Aver- age week- ly rate.	
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
.....	1	1	1	.....	.....	2	1	6	\$8.83	3	\$14.33	6	\$8.75	7	\$10.29	2
6	1	8	8	2	5	3	9	42	9.04	4	21.75	44	7.49	311	6.88	3
.....	.....	.....	.....	1	1	2	.....	2	9.00	.....	.....	4	11.56	7	10.64	4
.....	.....	.....	.....	.....	.....	.....	.....	7	10.43	1	6.00	13	7.58	84	7.01	5
.....	.....	.....	.....	.....	.....	.....	.....	3	9.83	.....	.....	3	10.67	9	9.89	6
5	6	15	22	21	14	22	55	160	10.71	.....	.....	33	10.58	434	9.08	7
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	89	4.61	8
3	1	1	12	8	13	16	31	85	11.18	8	35.68	30	8.66	289	9.49	9
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	8.00	42	5.00	10
1	.....	.....	.....	2	.....	.....	1	4	8.75	.....	5.00	3	9.67	61	4.70	11
2	7	1	18	47	28	18	9	130	8.88	3	15.00	8	9.50	64	6.59	12
.....	.....	.....	.....	.....	.....	3	.....	3	9.13	8	31.63	93	8.70	706	7.37	13
.....	.....	.....	.....	.....	.....	1	.....	1	10.00	.....	.....	9	9.47	23	9.82	14
.....	.....	.....	.....	.....	.....	.....	.....	5	7.30	.....	.....	3	8.33	6	9.83	15
.....	.....	2	1	1	1	.....	.....	.....	.....	.....	.....	1	10.00	11	9.34	16
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	4	12.50	57	8.58	17
.....	.....	.....	.....	.....	.....	1	.....	2	8.88	.....	.....	6	9.33	48	6.91	18

* Number affected varied from 5 to 12 per weeks.

* In business only 41 weeks.

WEEKLY RATES OF PAY OF WOMEN EMPLOYED IN DEPARTMENT
BY EM

INDIANAPOLIS—Concluded.

Estab- lish- ment num- ber.	Cash girls, messengers, bundle wrappers, packers, inspectors, and stock girls who received an amount within each classi- fied weekly rate.						Saleswomen who received an amount within each classified weekly rate.										
	Un- der \$4.00.	\$4.00 to \$4.99.	\$5.00 to \$5.99.	\$6.00 and over.	Total.	Average week- ly rate.	Un- der \$4.00.	\$4.00 to \$4.99.	\$5.00 to \$5.99.	\$6.00 to \$6.99.	\$7.00 to \$7.99.	\$8.00 to \$8.99.	\$9.00 to \$9.99.	\$10.00 to \$11.99.	\$12.00 and over.	Total.	Average week- ly rate.
19	8	8	8	4	9	10	47	\$9.43
20	1	.....	3	.....	1	.....	5	8.15
21	1	1	2	2	17	23	13.02
22	2	.....	.....	.....	2	\$3.50	.....	.....	1	.....	.....	3	2	2	.....	8	9.28
23	1	1	.....	3	5	12.40
24	3	1	3	7	5.21	.....	.....	1	2	2	1	.....	1	11	18	14.19
25	1	1	.....	2	4.75	.....	.....	.....	.....	.....	1	.....	.....	3	4	12.75
26	2	.....	1	3	4.67	.....	.....	.....	.....	1	1	.....	4	4	10	12.00
27	2	4	8	1	6	1	22	8.66
28	2	3	2	.....	1	9	17	11.76

TERRE HAUTE.

1	27	2	2	3	34	\$3.00	1	13	20	17	15	8	4	11	9	98	\$7.00
2	.....	.....	.....	.....	.....	.....	.....	.....	1	1	1	.....	.....	.....	.....	2	6.50
3	.....	.....	.....	.....	.....	.....	.....	.....	1	2	.....	.....	.....	.....	.....	3	5.67
4	.....	.....	.....	.....	.....	.....	.....	.....	1	1	.....	.....	.....	1	.....	3	7.00
5	3	.....	.....	.....	3	3.00	.....	4	2	.....	1	1	.....	.....	1	10	6.30
6	2	.....	.....	.....	2	3.00	19	21	2	3	2	.....	.....	.....	.....	47	3.99
7	.....	.....	5	.....	5	5.00	.....	.....	.....	19	10	8	1	5	11	54	8.72
8	1	2	.....	1	4	4.50	5	11	3	2	4	2	2	5	.....	34	5.93
9	3	1	2	.....	6	4.08	.....	.....	1	.....	1	.....	.....	3	7	12	13.77
10	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	4	2	7	12.21
11	10	6	.....	.....	16	3.66	.....	2	1	10	8	11	3	5	5	45	8.34
12	26	3	2	1	32	3.03	4	4	11	7	6	9	9	10	17	77	8.74
13	.....	.....	.....	.....	.....	.....	.....	.....	4	6	3	2	.....	2	.....	17	6.71

EVANSVILLE.

1	.....	.....	.....	.....	.....	.....	1	1	1	6	1	1	.....	3	.....	13	\$6.96
2	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	1	.....	.....	.....	.....	4	5.63
3	.....	.....	.....	.....	.....	.....	.....	2	1	1	1	1	.....	1	1	7	7.14
4	4	2	.....	.....	6	\$2.92	.....	5	8	8	1	.....	.....	5	.....	27	6.94
5	(1)	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	8	7.50
6	.....	.....	.....	.....	.....	.....	13	12	5	6	2	1	1	2	.....	47	4.59
7	.....	.....	.....	.....	.....	.....	10	10	4	2	4	2	5	5	.....	42	7.10
8	1	.....	.....	.....	1	3.00	.....	1	.....	.....	.....	4	1	1	4	5	11.30
9	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	10	10.20
10	.....	.....	.....	.....	.....	.....	.....	1	1	.....	.....	.....	.....	.....	.....	3	7.67
11	.....	.....	.....	.....	.....	.....	.....	4	1	.....	.....	.....	.....	.....	.....	5	5.20
12	.....	.....	.....	.....	.....	.....	.....	6	1	1	.....	.....	.....	.....	.....	8	5.00
13	.....	.....	.....	.....	.....	.....	7	6	2	.....	.....	.....	.....	.....	.....	15	4.10
14	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	3	.....	.....	.....	1	5	8.55
15	.....	.....	.....	.....	.....	.....	16	8	1	.....	.....	.....	.....	.....	.....	25	3.74
16	.....	.....	.....	.....	.....	.....	6	19	.....	.....	.....	1	.....	.....	.....	26	4.12
17	.....	.....	.....	.....	.....	.....	3	4	.....	.....	.....	.....	.....	.....	.....	7	3.86
18	.....	.....	.....	.....	.....	.....	1	.....	.....	3	4	1	3	1	.....	13	8.44
19	7	4	.....	.....	11	3.36	15	12	12	3	4	2	2	4	2	56	5.40
20	2	.....	.....	.....	2	3.50	.....	.....	.....	.....	2	.....	.....	1	5	8	11.31
21	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	1	10.00
22	3	.....	1	.....	4	3.75	.....	.....	.....	4	1	4	.....	4	7	20	11.13

FORT WAYNE.

1	.....	.....	.....	.....	.....	.....	.....	3	2	.....	1	.....	.....	.....	.....	6	\$5.83
2	.....	.....	1	1	2	\$6.00	.....	2	6	11	10	1	2	5	.....	37	6.82
3	.....	.....	.....	.....	.....	.....	.....	1	1	.....	.....	.....	.....	.....	.....	9	9.67
4	.....	.....	.....	.....	.....	.....	.....	.....	2	1	.....	2	2	1	1	9	8.45
5	.....	.....	.....	.....	.....	.....	.....	5	26	4	4	2	.....	.....	.....	41	5.51

¹ This establishment did not report rate of pay.

AND OTHER RETAIL STORES IN SPECIFIED CITIES, AS REPORTED
PLOYERS—Continued.

INDIANAPOLIS—Concluded.

Women in alteration or millinery workrooms who received an amount within each classified weekly rate.										Buyers and other employees.	Office employees.	Total.		Estab-lishment number.		
Under \$5.00.	\$5.00 to \$5.99.	\$6.00 to \$6.99.	\$7.00 to \$7.99.	\$8.00 to \$8.99.	\$9.00 to \$9.99.	\$10.00 to \$11.99.	\$12.00 and over.	Total.	Average weekly rate.	Number.	Average weekly rate.	Number.	Average weekly rate.			
			1	1				2	\$7.50			6	\$10.00	53	\$9.49	19
1	1	2	4	4	8	14	7	41	9.91			1	12.00	8	8.47	20
			4				1	6	8.33			4	10.50	68	11.00	21
												2	8.00	18	8.33	22
	2			1	8	3	1	7	10.11			1	12.00	6	12.33	23
		2	1	2	2	4	1	2	8.93			4	9.00	51	10.79	24
								5	12.21			1	12.00	14	9.64	25
								12						25	11.22	26
												2	8.00	24	8.60	27
												3	13.67	20	12.05	28

TERRE HAUTE.

.....	.....	2	7	2	2	3	2	18	\$9.44	7	\$19.14	19	\$7.63	176	\$7.03	1
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	6.50	2
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3	5.67	3
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3	7.00	4
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	13	5.54	5
.....	.....	3	.....	.....	1	.....	1	5	7.80	.....	.....	.....	.....	49	3.95	6
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	64	8.36	7
2	2	1	5	1	5	8	9	33	11.05	.....	.....	2	11.00	40	6.04	8
.....	.....	.....	.....	.....	3	1	.....	4	0.38	.....	.....	5	8.10	56	10.61	9
.....	.....	3	3	.....	3	1	2	12	9.21	7	16.86	6	.....	11	11.18	10
.....	.....	3	6	1	3	1	5	19	8.79	9	21.94	19	7.42	156	8.18	12
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	8.00	18	6.78	13

EVANSVILLE.

.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1	\$10.10	14	\$7.18	1
.....	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	1	3.50	5	5.20	2
4	3	4	1	2	.....	2	4	20	\$10.00	1	\$25.00	1	7.00	9	7.44	3
.....	.....	.....	.....	.....	.....	.....	.....	.....	7.45	.....	.....	3	12.00	57	7.28	4
.....	.....	1	2	.....	.....	1	.....	4	7.50	.....	.....	4	3.25	8	7.50	5
.....	.....	.....	.....	1	.....	1	.....	2	9.00	.....	.....	.....	.....	55	4.70	6
.....	.....	2	.....	.....	1	.....	1	4	8.38	.....	.....	.....	.....	44	7.18	7
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	10	9.30	8
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	10.00	11	10.18	9
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	7.00	5	7.40	10
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	5	5.20	11
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	6.50	9	5.17	12
.....	.....	3	.....	.....	1	.....	.....	4	6.75	.....	.....	1	11.00	16	4.53	13
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	9	7.75	14
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	7.00	26	3.87	15
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	8.00	27	4.26	16
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	7	3.86	17
1	.....	.....	.....	.....	.....	1	2	4	11.50	.....	.....	.....	.....	17	9.16	18
1	.....	2	5	.....	.....	.....	4	12	10.04	8	12.81	8	6.13	95	6.44	19
.....	.....	1	.....	4	.....	1	.....	7	9.43	.....	.....	1	10.00	18	9.64	20
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	10.00	21
.....	2	2	3	.....	2	2	2	13	8.23	6	15.00	3	10.33	46	10.12	22

FORT WAYNE.

.....	.....	.....	.....	2	1	1	.....	4	\$10.75	1	\$15.00	1	\$5.00	7	\$5.71	1
.....	.....	.....	.....	.....	.....	.....	.....	5	8.80	.....	.....	2	9.50	46	7.42	2
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	14	9.36	3
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3	7.17	12	8.13	4
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	9.75	43	5.71	5

WEEKLY RATES OF PAY OF WOMEN EMPLOYED IN DEPARTMENT
BY EM

FORT WAYNE—Concluded.

Es- tab- lish- ment num- ber.	Cash girls, messengers, bundle wrappers, packers, inspectors, and stock girls who received an amount within each classi- fied weekly rate.						Saleswomen who received an amount within each classified weekly rate.											
	Un- der \$4.00.	\$4.00 to \$4.99.	\$5.00 to \$5.99.	\$6.00 and over.	Total	Aver- age week- ly rate.	Un- der \$4.00.	\$4.00 to \$4.99.	\$5.00 to \$5.99.	\$6.00 to \$6.99.	\$7.00 to \$7.99.	\$8.00 to \$8.99.	\$9.00 to \$9.99.	\$10.00 to \$11.99.	\$12.00 and over.	Total	Aver- age week- ly rate.	
6	3				3	\$3.00				10	5	6	5	8	19	53	\$10.15	
7		2			2	4.00		2	10	22	16	22	9	11	15	107	8.28	
8									4	5		2	4	7	1	23	8.15	
9									1		2		3	1		7	8.00	
10										1				3	1	5	9.80	
11														2		2	10.00	
12												4		2		6	8.67	
13							14	2	1							17	4.44	
14								8	7		4	4				23	6.17	

SOUTH BEND.

1	1				1	\$3.00					1			2	4	7	\$12.21
2		4	2		6	4.50			1	6	9	8	8	4	16	52	9.86
3										1			1	1	2	1	6.00
4													1			4	11.50
5												1				3	9.92
6											2					2	7.25
7	10	3	1		14	3.46	7	3	6	8	4	5		3	9	45	8.25
8	10	4	3	3	20	4.03	1	4		3	1	1		5	4	19	9.29
9							7	12	3			1				23	5.23
10												1				1	9.00
11												1			5	6	16.50
12							1	2	3	1	3			2		12	6.96
13	18	6			24	3.33	1	2	14	7	9	6	7	7	20	66	9.36
14							3	3	12	2	3		1	2	2	28	7.00
15													1			1	9.00

MUNCIE.

1							6	10	4	3						23	\$4.43
2							4	4	6	1	1					16	4.66
3							8		1							9	3.39
4	1				1	\$3.50		6	4	2	3	2		2	2	21	7.00
5										1						7	9.93
6											1		1	3		5	9.28
7													1			1	12.00
8					18	7.36		2	4				1		1	7	5.36
9								2	1	5			1	1		2	12.96
10									1		2	1	1	3		8	8.50
11									1			1		1	4	7	11.29
12	21	1			22	2.50	2	6	5	14	2	4	2	8	3	46	7.21
13																	

HAMMOND.

1								7	8	2						17	\$5.80
2	9		1	1	11	\$3.68	4	8	8	7	5	3		3	6	44	6.73
3									8	4						12	5.68
4	2	14		6	22	4.82		11	26	16	9	2		7	3	74	7.16

AND OTHER RETAIL STORES IN SPECIFIED CITIES, AS REPORTED
EMPLOYERS—Continued.

FORT WAYNE—Concluded.

Women in alteration or millinery workrooms who received an amount within each classified weekly rate.										Buyers and other employees.		Office employees.		Total.		Establishment number.
Under \$5.00.	\$5.00 to \$5.99.	\$6.00 to \$6.99.	\$7.00 to \$7.99.	\$8.00 to \$8.99.	\$9.00 to \$9.99.	\$10.00 to \$11.99.	\$12.00 and over.	Total.	Average weekly rate.	Number.	Average weekly rate.	Number.	Average weekly rate.	Number.	Average weekly rate.	
	1	3	11	1	1	5	4	12	\$10.71	1	\$28.85	2	\$12.50	71	\$10.27	6
			2	4	2	1	5	33	9.80	13	20.30	20	8.90	175	9.48	7
								6	7.66	9	15.78	2	16.00	40	10.19	8
					1	1		2	9.50			1	10.00	10	8.50	9
				1			1	2	10.00	1	12.00	1	10.00	9	10.11	10
					1	1		2	9.50			1	12.00	5	10.20	11
						1		1	10.00					7	8.86	12
												1	7.00	18	4.58	13
			1	2				3	7.67			2	8.00	28	6.46	14

SOUTH BEND.

	1	1		2		1	4		\$9.75			1	\$15.00	13	\$10.96	1
				6	1	5	16		11.00	2	\$20.00	11	12.09	87	10.20	2
														1	6.00	3
		1	1		1	2	1	4	10.25					8	10.88	4
						1		3	7.83					6	8.88	5
														2	7.25	6
1		1	3	1	1	1	2	10	9.60	4	18.18	6	8.67	79	8.30	7
	1			1			3	5	14.60			2	8.00	46	7.52	8
												2	9.75	25	5.59	9
	1							1	5.00			1	7.00	3	7.00	10
				1			1	4	11.13			1	18.00	11	14.68	11
						1		1	11.00			1	8.00	14	7.32	12
		1	2	6		2	7	18	11.58	3	12.75	17	10.74	128	8.81	13
			1			1	1	3	10.67			2	14.25	33	7.77	14
														1	9.00	15

MUNCIE.

												1	\$8.00	24	\$4.58	1
												2	9.00	18	5.14	2
				1		1		2	\$9.00			1	5.50	10	3.60	3
												2	6.75	26	7.00	4
					1			1	9.00			1	8.00	9	9.61	5
1	1	1	1		1	1	1	7	8.29	1	\$20.00	1	10.00	14	9.57	6
				1				2	9.00			1	9.00	4	9.75	7
						1		1	11.25			2	7.50	28	7.01	8
								1	9.00			1	9.00	14	8.96	9
		1	1				2	4	9.25			1	7.00	13	8.62	10
				2				4	9.38			1	12.00	12	10.71	11
3	6	4	5	1	1	3	6	29	8.69	7	14.29	11	8.27	115	7.21	12
					1			1	9.00					1	9.00	13

HAMMOND.

					1		2	3	\$15.33	4	\$22.50	5	\$7.00	17	\$5.80	1
														67	7.58	2
														12	5.69	3
	3				1	1	2	7	10.57	1	18.00	7	8.14	111	7.07	4

WEEKLY RATES OF PAY OF WOMEN EMPLOYED IN DEPARTMENT
BY EM

LA FAYETTE.

Es- tab- lish- ment num- ber.	Cash girls, messengers, bundle wrappers, packers, inspectors, and stock girls who received an amount within each classi- fied weekly rate.						Saleswomen who received an amount within each classified weekly rate.										
	Un- der \$4.00.	\$4.00 to \$4.99.	\$5.00 to \$5.99.	\$6.00 and over.	Total	Aver- age week- ly rate.	Un- der \$4.00.	\$4.00 to \$4.99.	\$5.00 to \$5.99.	\$6.00 to \$6.99.	\$7.00 to \$7.99.	\$8.00 to \$8.99.	\$9.00 to \$9.99.	\$10.00 to \$10.99.	\$12.00 and over.	Total	Aver- age week- ly rate.
1	2	.....	.....	2	\$4.25	6	5	20	5	5	3	1	2	6	53	\$6.54
2	11	10	7	.....	.....	.....	.....	.....	28	4.86
3	1	2	3	5	.....	2	3	6	22	8.84
4	4	1	6	3	3	.....	3	1	21	7.50
5	1	4	2	.....	.....	.....	7	6.14	
6	15	10	4	6	3	10	3	51	7.57
7	2	3	5	12.40
8	5	7	4	7	5	4	1	4	8	45	7.63

RICHMOND.

1	.....	.....	.....	.....	.....	.....	.....	3	1	.....	3	3	.....	1	1	12	\$7.33
2	.....	.....	.....	.....	.....	.....	3	6	4	5	1	.....	.....	.....	.....	19	5.21
3	.....	.....	.....	.....	.....	.....	1	12	4	4	3	4	2	9	1	40	6.79
4	.....	.....	.....	.....	.....	.....	.....	1	1	3	1	3	1	2	.....	12	7.28
5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	1	9.00
6	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1	.....	2	7.25
7	.....	.....	.....	.....	.....	.....	9	10	2	.....	.....	.....	.....	1	.....	21	3.88
8	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	1	1	3	10.33
9	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	2	8.00
10	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	3	.....	2	2	2	10	8.90
11	.....	.....	.....	.....	.....	.....	.....	2	2	3	4	4	.....	2	2	19	7.58
12	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	.....	.....	2	9.00
13	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	2	.....	5	10	11.75
14	.....	.....	1	.....	1	\$5.00	.....	.....	.....	.....	.....	1	.....	.....	.....	1	8.00

NEW ALBANY.

1	.....	.....	.....	.....	.....	.....	.....	1	1	.....	.....	.....	.....	.....	.....	2	\$4.50
2	.....	.....	.....	.....	.....	.....	2	2	2	4	2	.....	.....	1	2	15	6.40
3	.....	.....	.....	.....	.....	.....	1	1	.....	.....	.....	1	.....	.....	.....	3	5.17
4	.....	7	.....	.....	.....	.....	9	7	6	4	4	7	3	9	3	52	6.88
5	.....	.....	1	.....	8	\$3.25	.....	1	.....	1	.....	.....	.....	.....	.....	2	5.00
6	.....	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	1	.....	3	6.00
7	.....	.....	.....	.....	.....	.....	.....	9	.....	.....	.....	.....	.....	.....	.....	9	4.00
8	.....	.....	.....	.....	.....	.....	3	.....	1	.....	.....	.....	.....	.....	.....	4	4.00
9	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	1	.....	.....	.....	2	6.00

WORKING HOURS AND EARNINGS OF WOMEN EM

[Bracketed hours indicate either a permanent change of hours during the year, or

INDIANAPOLIS.

Individual number.	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year.	Average weekly earnings.	Other employment		Weeks of unemployment.
							Weeks.	Earnings.	
1	25	Single....	Saleswoman, lace.....	7	50	\$11.50	.....	.....	2
2	28	...do.....	Saleswoman, candy.....	2	52	7.00	.....	.....
3	19	...do.....	Saleswoman, general.....	3	24	(?)	.....	.....	23
4	41	Divorced..	Saleswoman, domestics.....	15	48	7.25	.....	.....	4
5	49	Single.....	Store matron.....	13	50	5.00	.....	.....	2
6	(4)	Separated.	Saleswoman.....	43	52	(?)	.....	.....
7	40	Widowed..	Department head, lace.....	10	50	11.24	.....	.....	2
8	28	Single.....	{Saleswoman, jewelry and neckware.}	14	43	11.00	.....	.....	9
9	23	...do.....	Department head, stationery	3	50	7.00	.....	.....	2
10	21	...do.....	Department head, gloves....	4	49	12.00	.....	.....	3
11	39	...do.?	Saleswoman, general.....	12	43	8.30	.....	.....	9
12	35	...do.....	Saleswoman, confectionery..	(?)	51	(?)	.....	.....	1
13	20	...do.....	{Department head, leather goods.}	2	51	9.00	.....	.....	1
14	21	...do.....	Cashier.....	3	50	8.33	.....	.....	2
15	30	...do.....	Saleswoman, suits.....	9	51	15.00	.....	.....	1
16	32	Separated.	Saleswoman, general.....	6	51	(?)	.....	.....	1
17	20	Single.....	Saleswoman, lace.....	3	37	5.11	6	\$36.00	9
18	22	...do.....	Saleswoman, suits.....	(?)	50	8.12	.....	.....	2
19	24	...do.....	Millinery maker.....	7½	51	7.83	.....	.....	1
20	26	...do.....	Saleswoman, pictures.....	9	50½	5.94	.....	.....	1½
21	35	...do.....	{Department head, muslin underwear.}	12	48	15.00	.....	.....	4
22	40	...do.....	{Saleswoman, waists, underwear, lace.}	10	{ 25 19 }	7.81	.....	.....	8
23	27	...do.....	Saleswoman, corsets.....	5½	50	10.00	.....	.....	2
24	30	...do.....	Saleswoman, groceries.....	10	51	(?)	.....	.....	1
25	26	...do.....	Saleswoman, notions.....	4	50	4.52	.....	.....	2
26	31	...do.....	Department head, corsets...	15	35	15.00	.....	.....	17
27	21	...do.....	Saleswoman, ribbons.....	5½	52	5.94	.....	.....
28	22	Married...	Saleswoman, patterns and books.	8	11	5.00	9	58.50	32

1 Includes 2 weeks' vacation with pay and occasional days' absence with pay.

2 Not reported.

3 Includes ½ week's vacation with pay.

4 35 to 40.

5 Reported as none, but store reports shorter hours in summer and a majority of its employees also report shortened hours.

EMPLOYED IN DEPARTMENT AND OTHER RETAIL STORES.

that the individual had worked in more than one establishment, or worked in shifts.]

INDIANAPOLIS.

Regular working hours.								Working hours during overtime seasons.								Individual number.
Season of normal hours.				Season of shortened hours.				Before Christmas.				Other than before Christmas.				
Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Maximum hours per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Hrs. per wk.	
48½	9	11½	56½	—	—	—	—	1½	13	13½	79½	—	—	—	—	1
49	9	5½	55½	—	—	—	—	3	13	13	78	—	—	—	—	2
23	9½	12½	60	—	—	—	—	1	12½	12½	75	—	—	—	—	3
38½	9	11½	56½	8	8	9	49	1½	12	13	73	—	—	—	—	4
42½	10½	12½	60½	7	8	9	49	1½	13	13	72½	—	—	—	—	5
41½	9	11½	56½	9	8	9	49	1½	12	12	72	—	—	—	—	6
13½	9	11½	56½	7	8	9	49	2½	12	12	72	3½	12	12	72	7
27	9	11½	56½	—	—	—	—	1	12	12	72	—	—	—	—	8
33	9	11½	56½	—	—	—	—	3½	12½	12½	71½	2	9½	12½	60½	9
24½	9½	11½	57½	7	9	9½	54½	—	—	—	—	—	—	—	—	10
13	9½	11½	55	—	—	—	—	1½	11½	13	71½	2	9	11½	60½	11
42½	9	11½	56½	(*)	—	—	—	—	—	—	—	3	11	11½	66½	12
12	11½	12½	68½	9	8	5	45	—	—	—	—	1	11½	13½	71	13
21	9	13½	62½	—	—	—	—	1	13½	13½	71	—	—	—	—	14
50½	9	11½	56½	8	8	9	49	1	11½	12	70½	2	9	11	58½	15
26	9	11½	56½	7	9	—	54	—	—	—	—	—	—	—	—	16
14	9	12½	58½	—	—	—	—	—	—	—	—	1	9½	12½	66½	17
42½	9½	12½	58½	8	8½	5½	47½	—	—	—	—	1	9½	12½	70	18
41	9½	—	57	8	8½	—	47½	—	—	—	—	—	—	—	—	19
50	9½	12½	60	—	—	—	—	1	11½	12½	70	—	—	—	—	20
25	9½	12½	60	9	8½	9½	52	1	11½	12½	70	1	12½	12½	67½	21
40	9	11½	56½	7	8½	9	51½	1	11½	12½	69	2	9	11½	65	22
9	9	11½	56½	(*)	—	—	—	—	—	—	—	2	11½	11½	69	23
40	9	11½	54	(*)	—	—	—	—	—	—	—	—	—	—	—	24
13	9	11½	56½	(*)	—	—	—	1	11½	11½	69	2	9	11½	61½	25
34½	9	11½	54	(*)	—	—	—	—	—	—	—	—	—	—	—	26
38	9	11½	56½	6	8	9	49	2	11½	11½	69	1	9	11½	61½	27
(*)	—	—	—	(*)	—	—	—	(*)	—	—	—	1	8	11½	53	28
14	9	11½	56½	2	8	9	49	1	11½	11½	69	1	9	11½	62½	29
42	9	11½	56½	7	8½	9	51½	1	11½	11½	69	—	—	—	—	30
42	9	11½	56½	8	8½	9	51½	1	11½	11½	69	—	—	—	—	31
28	9	11½	56½	9	8½	9	51½	1½	11½	11½	69	—	—	—	—	32
11½	9	—	54	—	—	—	—	—	—	—	—	—	—	—	—	33
26	9	11½	56½	5	8	9	49	2	11½	11½	69	1	9	11½	61½	34
13½	9½	12½	57½	9	8½	9½	49½	3	9½	12½	58	1	8	11½	53	35
9	9	—	54	—	—	—	—	2	11½	12	67½	—	—	—	—	36

* Hours on Sunday.

† Single first part of year, married and keeping house last 4 months of year.

‡ Includes 1 week's vacation with pay.

§ Includes 2 weeks' vacation with pay.

WORKING HOURS AND EARNINGS OF WOMEN EMPLOYED

INDIANAPOLIS—Continued.

Individual number.	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year.	Average weekly earnings.	Other employment.		Weeks of unemployment.
							Weeks.	Earnings.	
29	19	Single.....	Saleswoman, music.....	2½	52	\$7.50	.....	.....	.....
30	18	...do.....	Saleswoman, ribbons.....	1	49½	4.17	.....	.....	2½
31	21	...do.....	Saleswoman.....	2	13	4.28	.....	.....	5
32	23	...do.....	Saleswoman, linens.....	½	39	5.38	13	\$87.75	.....
33	17	...do.....	Saleswoman, hair goods.....	1½	51	4.61	.....	.....	1
34	29	Separated.	Department head, jewelry..	7	52	9.00	.....	.....	.....
35	35	Single.....	{Department head, wash goods.}	18	52	16.00	.....	.....	.....
36	22	...do.....	Saleswoman, notions, etc....	4	25	6.12	.....	.....	27
37	(4)	...do.....	Saleswoman, silverware.....	14	41	12.58	.....	.....	11
38	21	...do.....	Saleswoman, candy.....	3	51	5.50	.....	.....	1
39	18	...do.....	Saleswoman, toys.....	2½	52	3.91	.....	.....	.....
40	24	...do.....	Saleswoman, general.....	7	46	8.00	.....	.....	6
41	24	...do.....	Saleswoman, hardware.....	4	43	6.87	.....	.....	9
42	28	Separated.	Saleswoman, ribbons.....	3	17	6.77	10	66.00	25
43	17	Single.....	Saleswoman, hardware.....	½	28½	4.52	15	149.25	13½
44	17	...do.....	Stenographer.....	½	29	8.28	.....	.....	23
45	19	...do.....	Saleswoman, candy.....	3½	51	7.01	.....	.....	1
46	28	...do.....	Saleswoman, linings.....	6½	48	8.25	.....	.....	4
47	(4)	...do.....	Saleswoman, toys.....	9	16	14.50	.....	.....	36
48	17	...do.....	Saleswoman, hardware.....	½	13	4.28	13	78.00	26
49	18	...do.....	Saleswoman, toys.....	2½	51	4.82	.....	.....	1
50	18	...do.....	Saleswoman, general.....	3	41	6.00	.....	.....	11
51	15	...do.....	Wrapper.....	½	37	3.78	3	10.50	12
52	16	...do.....	do.....	½	38	3.69	.....	.....	14
53	23	...do.....	Saleswoman, notions.....	1	3½	6.57	.....	.....	48½
54	23	...do.....	Floorwalker.....	6	51½	10.00	.....	.....	½
55	28	...do.....	Saleswoman, shirt waists..	3½	37	10.50	.....	.....	15
56	50	Widowed.	Tailoress.....	30	50	8.21	.....	.....	2
57	14	Single.....	Saleswoman, chinaware.....	½	19	4.38	22	170.50	11
58	20	...do.....	do.....	½	24	4.03	26	(11)	2
59	17	...do.....	{Saleswoman, art department.}	1	49	4.28	.....	.....	3

¹ Includes 2 weeks' vacation with pay.

² Not including P. M. commissions, amount not reported.

³ Approximately.

⁴ Not reported.

⁵ Includes 1 week's vacation with pay.

⁶ Includes 1½ weeks' vacation with pay.

IN DEPARTMENT AND OTHER RETAIL STORES—Continued.

INDIANAPOLIS—Continued.

Regular working hours.								Working hours during overtime seasons.								Individual number.
Season of normal hours.				Season of shortened hours.				Before Christmas.				Other than before Christmas.				
Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Maximum hours per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Hrs. per wk.	
{ 26 14½	9½	11½	57	{ 19	8½	9½	49½	{ 2	9½	12½	57½	{ 3	9	11½	58½	29
{ 25 13	9½	12½	58	{ 8	8½	9½	52½	{ 3	9½	12½	67½	{ 12½	12½	12½	67½	30
{ 9½ 3	9	.....	54	.....	.....	.....	.....	{ 12½	12½	12½	67	.....	.....	.....	.....	31
{ 29½ 29½	9	11½	56½	{ 9	9	.....	54	{ 12½	12½	12½	67	.....	.....	.....	.....	32
{ 13	9½	.....	55	{ 8	8½	9½	52½	{ 12½	12½	12½	67	.....	.....	.....	.....	33
{ 10 19½	9	11½	56½	{ 7	8	9	49	{ 3	9	12½	57½	{ 3	9	11½	58½	34
.....	.....	.....	54	.....	.....	.....	.....	.....	12	13	66½	{ 2	7	8	51½	.....
{ 14 22	9	11½	56½	{ 9	8	9	49	.....	.....	.....	.....	{ 5	11	12½	66½	35
.....	.....	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	{ 2	9	11½	59	.....
{ 13 34½	9	.....	54	{ 9	8	4½	44½	{ 1	9	11½	56½	.....	.....	.....	.....	36
.....	8½	.....	51	{ 15	8	4½	44½	{ 2	11½	13	66	.....	.....	.....	.....	37
{ 31½	9	11	56	{ 7	8	9	49	½	12	13	66	{ 2	8	10	51	38
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	{ 10	9	11	58	.....
{ 42½	9	11	56	{ 9	8	9	49	½	12	13	66	.....	.....	.....	.....	39
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	40
{ 44½	10	{ 9 12	60	{ 9	8	9	49	½	12	12	66	.....	.....	.....	.....	41
{ 21½ 12	9	12	57	{ 9	8	9	49	½	12	12	66	.....	.....	.....	.....	42
{ 14½	9	11	56	.....	.....	.....	.....	½	11	11	66	1	9	{ 11 15	61	43
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	44
{ 20½	9	11½	56½	.....	.....	.....	.....	{ 2½	9	12	57	.....	.....	.....	.....	45
{ 19½	8	.....	51½	.....	.....	.....	.....	½	12	12	66	.....	.....	.....	.....	46
{ 9 41½	9	11½	56½	{ 9	8	9	49	½	11	11½	65½	.....	.....	.....	.....	47
{ 13 34	9	12	57	.....	.....	.....	.....	½	11½	12	65½	.....	.....	.....	.....	48
{ 13 34	9	11½	56½	.....	.....	.....	.....	.....	.....	.....	.....	1	9	12½	65	49
{ 15½ 7½	9	12½	57½	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	50
{ 28½	9	11½	56½	.....	.....	.....	.....	.....	.....	.....	.....	5	9	10	57½	51
{ 14	.....	.....	54	{ 8	8	9	47	½	11½	11½	64½	.....	.....	.....	.....	52
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	53
{ 39	10	{ 8½ 11½	58½	.....	.....	.....	.....	2	10½	12	64½	.....	.....	.....	.....	54
{ 29	9	10½	55½	{ 7	8½	9	51½	1	10½	10½	64½	.....	.....	.....	.....	55
{ 8	9	11½	56½	{ 8	8½	9	51½	½	11½	11½	64	.....	.....	.....	.....	56
{ 21½	.....	.....	54	.....	.....	.....	.....	1	11½	11½	64	.....	.....	.....	.....	57
{ 30	9	11½	56½	{ 19	8	9	49	½	11½	11½	64	.....	.....	.....	.....	58
{ 6	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	59
{ 22	9	11½	56½	{ 7	8	9	49	.....	.....	.....	.....	{ 1	11½	11½	64	60
{ 46	9	11½	56½	.....	.....	.....	.....	2	11½	11½	64	{ 2	11	11½	64	61
{ 10½	9	11½	56½	{ 2	8½	9	51½	½	11½	11½	64	{ 3	9	{ 10½ 11½	58	62
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	{ 3	9	{ 10½ 11½	58	63
{ 17½	9	11½	56½	.....	.....	.....	.....	½	11½	11½	64	{ 3	9	{ 10½ 11½	58	64
{ 21½	9	.....	56½	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	65
{ 3	10½	.....	63	{ 3½	8	9	49	½	11½	11½	64	.....	.....	.....	.....	66
{ 18	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	67
{ 2½	9	.....	56½	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	68

7 Hours on Sunday.

8 Includes ½ week's absence with pay.

9 Does not take into consideration \$67.50 received at end of year as her portion of profit-sharing division.

10 Includes 1 week of sick leave with pay.

11 Not over \$150.

WORKING HOURS AND EARNINGS OF WOMEN EMPLOYED

INDIANAPOLIS—Continued.

Individual number.	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year.	Average weekly earnings.	Other employment.		Weeks of unemployment.
							Weeks.	Earnings.	
60	16	Single	Saleswoman	$\frac{1}{2}$	12 $\frac{1}{2}$	\$4.29			39 $\frac{1}{2}$
61	23	Married	do	$\frac{1}{2}$	6	6.10			46
62	20	do	Bookkeeper	4	¹ 51	6.01			1
63	30	Separated	Saleswoman, boys' clothing	3	48	9.34			4
64	26	Single	Cashier	6	49	7.50			3
65	45	do	Saleswoman, ready-to-wear	20	50	10.00			2
66	17	do	Wrapper	$\frac{1}{2}$	18	3.51	26	\$108.00	8
67	30	do	Saleswoman, jewelry	5	50	7.00			2
68	24	Separated	Saleswoman, stationery	2	5 $\frac{1}{2}$	4.91			46 $\frac{1}{2}$
69	16	Single	Saleswoman, music	$\frac{1}{2}$	27	4.58	² 12	110.00	25
70	16	do	Saleswoman	1	40	3.58			12
71	40	Married	Saleswoman, suits	1	15	10.00			37
72	18	Single	Saleswoman, general	$\frac{1}{2}$	24	5.39			28
73	36	do	Saleswoman, art needlework	2 $\frac{1}{2}$	50	8.64			2
74	17	do	Saleswoman, dress goods	1	14	7.50			38
75	29	Married	do	10	49	10.85			3
76	21	Single	Saleswoman, velvings	5	48	9.86			4
77	17	do	Saleswoman, art needlework	1 $\frac{1}{2}$	51	5.52			1
78	19	do	Saleswoman, notions	3 $\frac{1}{2}$	37	7.16	15	75.00	
79	29	Separated	Saleswoman, confectionery	6	50	⁶ 10.50			2
80	18	Single	Saleswoman, lace	3	30 $\frac{1}{2}$	9.20			21 $\frac{1}{2}$
81	19	do	Cashier	4	47	8.00			5
82	30	do	{Department head, trimmings.	6	50	9.00			2
83	33	do	{Buyer and saleswoman, toilet articles, etc.	11	¹ 51	9.47			1
84	17	do	Saleswoman, music	2	52	6.00			
85	21	do	Saleswoman	$\frac{1}{2}$	5	6.12			47
86	19	do	do	4	49	4.94			3
87	20	do	Saleswoman, candy	6 $\frac{1}{2}$	51	4.76			1
88	16	do	Saleswoman, kitchen ware	$\frac{1}{2}$	25	4.28			27
89	34	Separated	Saleswoman, domestics	1 $\frac{1}{2}$	52	6.65			

¹ Includes 1 week's vacation with pay.² This work was in the evening in addition to regular employment.³ Hours on Sunday.

IN DEPARTMENT AND OTHER RETAIL STORES—Continued.

INDIANAPOLIS—Continued.

Regular working hours.								Working hours during overtime seasons.								Individual number.
Season of normal hours.				Season of shortened hours.				Before Christmas.				Other than before Christmas.				
Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Maximum hours per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Hrs. per wk.	
10½	9	.....	54	.....	.....	.....	.....	2	9	11½	64	.....	.....	.....	60
6	9	.....	54	.....	.....	.....	.....	1	11½	11½	64	.....	.....	.....	61
27½	9	11½	56½	18	8	9	49	½	11½	11½	64	.....	.....	.....	62
15	9	.....	54	.....	.....	.....	.....	½	11½	11½	64	.....	.....	.....	63
12½	9	12½	56½	.....	.....	.....	.....	½	11½	11½	64	.....	.....	.....	64
41½	9	11½	56½	7	8½	11½	54	½	11½	11½	64	.....	.....	.....	65
41½	9	11½	56½	8	8	11½	51½	½	11½	11½	64	.....	.....	.....	66
9	9	11½	56½	.....	.....	.....	.....	1	11½	11½	64	.....	.....	.....	67
13	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	1	11½	11½	64
35	9	11½	56½	.....	.....	.....	.....	.....	.....	.....	.....	1	9	11½	59
2½	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	68
2½	9	11½	56½	.....	.....	.....	.....	½	11½	11½	64	.....	.....	.....	69
16	9	.....	54	9	8	9	49	2	9	11½	64	.....	.....	.....	70
32½	9	11½	56½	7	8½	9	51½	½	11½	11½	64	.....	.....	.....	71
13	9	11½	56½	.....	.....	.....	.....	.....	.....	.....	.....	1	11½	11½	64
8	10	11½	59½	.....	.....	.....	.....	.....	.....	.....	.....	1	9	11½	63½
7	9	11½	56½	.....	.....	.....	.....	.....	.....	.....	.....	1	11½	11½	64
7	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	1	9	11½	63½
26	9½	12½	57½	9	9½	9½	54½	.....	.....	.....	.....	1	9½	12½	63½
13	9	.....	54	9	8	9	49	1	11½	12	63½	1	9	12	57
4	9	.....	54	6	8	11½	51½	½	11½	11½	63½	.....	.....	.....	73
42½	9	11½	56½	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	74
16	9	11½	56½	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	75
24	9	.....	54	7	8	9	49	.....	.....	.....	.....	1	9	11½	63½
40	9	11½	56½	3	9	.....	54	.....	.....	.....	.....	1	9	11½	63½
.....	.....	.....	.....	6	8	9	49	(*)	.....	.....	.....	1	9	11½	63½
2½	9	11½	56½	.....	.....	.....	.....	.....	.....	.....	.....	1	9	11½	63½
28½	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	1	9	11½	63½
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3	9½	11½	59½
49½	9	.....	52	.....	.....	.....	.....	.....	.....	.....	.....	3	9½	11½	57
10	9	.....	59	.....	.....	.....	.....	.....	.....	.....	.....	3	9½	11½	63½
4	9	11½	56½	9	8	9	49	1½	9	12	63	1	9	9	57	
15	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	2	8	11	47½
30	9	.....	54	5	8	4½	44½	2	9	12	63	8	8	12	57
12	9	11½	56½	6	8	9	49	.....	.....	.....	.....	1	8	10	55
30	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	1	11	11½	62½
17	9	11½	56½	8	8	9	49	1	11	11½	62½	.....	.....	.....	83
25	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	84
28½	9	11½	56½	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	85
23	9	11	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	86
2½	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	87
2	9	11	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	88
2½	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	89
8	9½	11½	55½	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	90
18½	9	11	56	9	8	9	49	½	11	11	62	.....	.....	.....	91
15	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	92
8	(*)	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	93
2½	9	11	56	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	94
14	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	95
42	9	.....	54	9	8	5	45	.....	.....	.....	.....	1	9	11½	61½

* Not reported.

* Receives in addition to this 2 meals a day.

* Every third week worked 7 hours Sunday.

WORKING HOURS AND EARNINGS OF WOMEN EMPLOYED

INDIANAPOLIS—Continued.

Individual number.	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year.	Average weekly earnings.	Other employment.		Weeks of unemployment.
							Weeks.	Earnings.	
90	16	Single.....	Saleswoman, toilet goods....	$\frac{1}{2}$	9	\$4.00	4	\$16.00	39
91	24	...do.....	Saleswoman, ready-to-wear..	3	49	12.00	.....	.....	3
92	29	...do.....	Saleswoman, bargain table..	2	48	9.50	.....	.....	4
93	28	...do.....	Saleswoman, underwear....	8	49	11.00	.....	.....	3
94	21	...do.....	Saleswoman, hardware and toys.	$\frac{1}{2}$	9	4.11	15	(*)	28
95	17	...do.....	Saleswoman, domestics.....	$\frac{1}{2}$	4	7.50	.....	.....	48
96	18	...do.....	Saleswoman, china and glass	2	44	4.00	.....	.....	.....
97	19	...do.....	Bookkeeper.....	$1\frac{1}{2}$	51	6.88	.....	.....	1
98	28	...do.....	Saleswoman, lace.....	10	50 $\frac{1}{2}$	10.00	.....	.....	1 $\frac{1}{2}$
99	25	...do.....	Clerical.....	10	² 49	15.00	.....	.....	3
100	37	Married...	Alteration worker.....	5	46	12.02	.....	.....	6
101	24	Single.....	Floorwalker.....	6	51	6.50	.....	.....	1
102	26	...do.....	Saleswoman, silks.....	8	50	20.00	.....	.....	2
103	30	Married ¹ ..	Saleswoman, embroidery....	3	11	6.00	.....	.....	41
104	24	Single.....	Saleswoman, ready-to-wear..	2 $\frac{1}{2}$	48	15.00	.....	.....	4
105	26	...do.....	Department head, embroidery.	6	² 50	14.00	.....	.....	2
106	15	...do.....	{Saleswoman, cake, and stock girl.	$\frac{1}{2}$	34	4.01	2	9.00	16
107	19	...do.....	Saleswoman, dry goods.....	6	51	4.09	.....	.....	1
108	27	Married...	Saleswoman, draperies.....	1	50	⁶ 6.00	.....	.....	2
109	25	Single.....	Department head, hosiery....	12	² 50	10.13	.....	.....	2
110	20	...do.....	Saleswoman, toilet goods....	5	41	11.40	.....	.....	11
111	26	...do.....	Saleswoman, embroidery....	8	48	13.50	.....	.....	4
112	19	...do.....	{Saleswoman, muslin underwear.	4	50	9.35	.....	.....	2
113	29	...do.....	{Department head and buyer, millinery.	10	² 51	20.00	.....	.....	1
114	30	Separated.	Saleswoman, laces.....	$\frac{1}{2}$	35	8.00	.....	.....	17
115	19	Single.....	Tailoress.....	4	42	5.11	.....	.....	10
116	20	...do.....	Bill clerk.....	5	50	9.00	.....	.....	2
117	32	Married...	Saleswoman, coats and suits.	5 $\frac{1}{2}$	50	18.12	.....	.....	2
118	33	Single.....	...do.....	6	49	18.12	.....	.....	3
119	23	...do.....	Saleswoman, leather goods..	$\frac{1}{2}$	24	8.04	.....	.....	28

¹ Not reported.² Includes 1 week's vacation with pay.³ Hours on Sunday.

IN DEPARTMENT AND OTHER RETAIL STORES—Continued.

INDIANAPOLIS—Continued.

Regular working hours.								Working hours during overtime seasons.								Individual number.																
Season of normal hours.				Season of shortened hours.				Before Christmas.				Other than before Christmas.																				
Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Maximum hours per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Hrs. per wk.																	
6 $\frac{1}{2}$	8 $\frac{1}{2}$	10 $\frac{1}{2}$	53 $\frac{1}{2}$	5	8	9	49	2 $\frac{1}{2}$	9	12 $\frac{1}{2}$	61 $\frac{1}{2}$	(1)	-----	-----	90																	
16	9	11 $\frac{1}{2}$	56 $\frac{1}{2}$		7	8	9	49	2 $\frac{1}{2}$	11	12	61	1	9	{ 11 $\frac{1}{2}$ }	91																
24	9	-----	54		7	8	9	49	1 $\frac{1}{2}$	9	11 $\frac{1}{2}$	61	-----	-----	{ 4 $\frac{1}{2}$ }	92																
21	9	11	56													7	8	9	49	1 $\frac{1}{2}$	9	11 $\frac{1}{2}$	61	-----	-----	-----	93					
19 $\frac{1}{2}$	9	-----	54	-----	-----	-----	-----	1 $\frac{1}{2}$	10 $\frac{1}{2}$	11 $\frac{1}{2}$	61	-----	-----	-----	94																	
8 $\frac{1}{2}$	9	11 $\frac{1}{2}$	56 $\frac{1}{2}$												-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----						
1	8 $\frac{1}{2}$	11	53 $\frac{1}{2}$												-----	-----	-----	-----	1 $\frac{1}{2}$	11	11	61	-----	-----	-----	95						
2	8 $\frac{1}{2}$	9	51 $\frac{1}{2}$												-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----						
41	9	-----	54	8	8 $\frac{1}{2}$	9 $\frac{1}{2}$	53	2	11 $\frac{1}{2}$	11 $\frac{1}{2}$	60 $\frac{1}{2}$	3	9 $\frac{1}{2}$	12 $\frac{1}{2}$	60 $\frac{1}{2}$	96																
40	9	-----	54	8 $\frac{1}{2}$	8	5	45	-----	-----	-----	-----	{ 1	9	12 $\frac{1}{2}$	60 $\frac{1}{2}$	97																
10	9	11	56	7	8	9	49	-----	-----	-----	-----	12	9	11 $\frac{1}{2}$	60 $\frac{1}{2}$	98																
27	9	-----	54													-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----					
14	9	11 $\frac{1}{2}$	56 $\frac{1}{2}$													7	8	9	49	-----	-----	-----	-----	1	9	11 $\frac{1}{2}$	60 $\frac{1}{2}$	99				
24	9	-----	54													-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----					
23 $\frac{1}{2}$	9	11 $\frac{1}{2}$	56 $\frac{1}{2}$	8	8	9	49	1 $\frac{1}{2}$	11 $\frac{1}{2}$	11 $\frac{1}{2}$	60 $\frac{1}{2}$	-----	-----	-----	60 $\frac{1}{2}$	100																
14	9	-----	54													-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----					
16	9	11 $\frac{1}{2}$	56 $\frac{1}{2}$													7	8	9	49	-----	-----	-----	-----	1	9	{ 11 $\frac{1}{2}$ }	60 $\frac{1}{2}$	101				
26	9	-----	54													-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----					
8	9	11 $\frac{1}{2}$	56 $\frac{1}{2}$	-----	-----	-----	-----	1 $\frac{1}{2}$	11	11	60	-----	-----	-----	-----	102																
2	9	-----	54													-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----					
14	9	11 $\frac{1}{2}$	56 $\frac{1}{2}$													7	8	9	49	-----	-----	-----	-----	{ 1	9	12 $\frac{1}{2}$	60	103				
25	9	-----	54													-----	-----	-----	-----	-----	-----	-----	-----	{ 1	9	12 $\frac{1}{2}$	57 $\frac{1}{2}$	104				
40	9	-----	54	8	8	5	45	-----	-----	-----	-----	2	9	12	60	105																
7 $\frac{1}{2}$	8 $\frac{1}{2}$	11 $\frac{1}{2}$	54	5	8	9	49	1 $\frac{1}{2}$	11 $\frac{1}{2}$	11 $\frac{1}{2}$	60	-----	-----	-----	-----	106																
17	8 $\frac{1}{2}$	9	51 $\frac{1}{2}$	4	8	8	48									-----	-----	-----	-----	-----	-----	-----	-----									
11	9	11 $\frac{1}{2}$	56 $\frac{1}{2}$	9	8	9	49									1 $\frac{1}{2}$	11	11	60	-----	-----	-----	-----	107								
15 $\frac{1}{2}$	9	-----	54	7	8	5	45									-----	-----	-----	-----	{ 1	11	11	58	108								
40	9	-----	54	8	8	4 $\frac{1}{2}$	44 $\frac{1}{2}$	2	9	{ 9 }	55 $\frac{1}{2}$	{ 2	9	{ 11 $\frac{1}{2}$ }	59 $\frac{1}{2}$	109																
11	9	11 $\frac{1}{2}$	56 $\frac{1}{2}$	7	8	9	49									-----	-----	-----	-----	{ 1	9	{ 11 $\frac{1}{2}$ }	57	110								
18	9	-----	54	-----	-----	-----	-----									-----	-----	-----	-----	-----	-----	-----	-----	-----								
17	9	11 $\frac{1}{2}$	56 $\frac{1}{2}$	5	8	9	49									-----	-----	-----	-----	{ 2	9	{ 11 $\frac{1}{2}$ }	59 $\frac{1}{2}$	111								
22	9	-----	54	-----	-----	-----	-----	-----	-----	-----	-----	{ 2	9	{ 9 }	57	111																
16	9	11 $\frac{1}{2}$	56 $\frac{1}{2}$	7	8	9	49	-----	-----	-----	-----	1	9	{ 11 $\frac{1}{2}$ }	59 $\frac{1}{2}$	112																
26	9	-----	54													-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----					
13	8 $\frac{1}{2}$	11 $\frac{1}{2}$	55 $\frac{1}{2}$													8	7 $\frac{1}{2}$	8 $\frac{1}{2}$	48	1	10 $\frac{1}{2}$	11 $\frac{1}{2}$	59 $\frac{1}{2}$	-----	-----	-----	-----	113				
29	8 $\frac{1}{2}$	-----	53													-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----				
9	9	11 $\frac{1}{2}$	56 $\frac{1}{2}$	3	8 $\frac{1}{2}$	9	51 $\frac{1}{2}$	1 $\frac{1}{2}$	9 $\frac{1}{2}$	{ 9 $\frac{1}{2}$ }	59 $\frac{1}{2}$	-----	-----	-----	-----	114																
22 $\frac{1}{2}$	9	-----	54													-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----					
38	9	-----	44													-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	115				
33	9	-----	54													5	8 $\frac{1}{2}$	-----	51	-----	-----	-----	-----	{ 2	8 $\frac{1}{2}$	11	59 $\frac{1}{2}$	116				
{ 15	9	11 $\frac{1}{2}$	56 $\frac{1}{2}$	6	8	9	49	-----	-----	-----	-----	{ 10	9	{ 11 $\frac{1}{2}$ }	59	-----	-----															
																		2	9	{ 11 $\frac{1}{2}$ }	59											
																		2	9	{ 11 $\frac{1}{2}$ }	59											
																		1	9	{ 11 $\frac{1}{2}$ }	59											
17	9	11 $\frac{1}{2}$	56 $\frac{1}{2}$	5	8	9	49	-----	-----	-----	-----	{ 2	9	{ 11 $\frac{1}{2}$ }	59	-----	-----															
23	9	-----	54															-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----				
{ (1)	-----	-----	-----															4	9	-----	54	{ 4	9	{ 9 }	56 $\frac{1}{2}$	{ 1	9	{ 12 }	57	-----	-----	
																																13
				-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----															-----
				-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----															-----

* Was millinery apprentice; no pay.

* Deserted by husband.

* Not including P. M.'s, amount not reported.

WORKING HOURS AND EARNINGS OF WOMEN EMPLOYED

INDIANAPOLIS—Continued.

Individual number.	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year.	Average weekly earnings.	Other employment.		Weeks of unemployment.
							Weeks.	Earnings.	
120	33	Widowed.	Saleswoman, linens.....	1½	1 51	\$5.50	.....	.....	1
121	28	Single.....	Saleswoman, bargain tables.	6	51	(²)	.....	.....	1
122	23	...do.....	Head saleswoman, jewelry...	8	33	11.10	.....	.....	19
123	23	...do.....	Bookkeeper.....	8	1 51	12.00	.....	.....	1
124	15	...do.....	Clerical.....	½	23	4.09	.....	.....	29
125	16	...do.....	Saleswoman, ribbons.....	½	7½	4.51	.....	.....	44½
126	37	Widowed.	Saleswoman, coats and suits.	4½	{ 13 39 }	23.00	.....	.....	.....
127	16	Single.....	Saleswoman.....	½	5½	4.00	.....	.....	46½
128	20	...do.....	Saleswoman, stationery.....	4	49	6.00	.....	.....	3
129	44	...do.....	Saleswoman, neckwear.....	3	16½	7.50	.....	.....	35½
130	22	Married...	Cashier.....	7½	49	6.53	.....	.....	3
131	17	Single.....	Marker.....	2	50	4.97	.....	.....	2
132	53	...do.....	{Saleswoman and buyer, cor- sets and underwear.}	25	1 49½	9.50	.....	.....	2½
133	17	...do.....	Millinery worker.....	½	26	5.00	.....	.....	26
134	20	...do.....	Saleswoman, gloves.....	5½	1 43	9.50	.....	.....	9
135	24	...do.....	Saleswoman and buyer, leather goods.	8½	4 52	14.90	.....	.....	.....
136	18	...do.....	Typist and assistant cashier.	½	5 45	6 4.00	.....	.....	7
137	57	Widowed.	Fitter.....	9	17	10.00	.....	.....	35
138	36	Married...	Department head, dresses...	5	28	8.14	.....	.....	24
139	23	Single.....	Department head, hair goods	1½	52	15.00	.....	.....	.....
140	45	...do.....	Saleswoman, suits.....	30	1 36	10.00	.....	.....	16
141	(²)	Married...	Fitter.....	20	50	7.54	.....	.....	2
142	28	Separated.	Saleswoman, prints.....	10	42	-9.25	.....	.....	10
143	22	Single.....	Saleswoman, coats and suits.	5	{ 18 16½ }	7 9.55	.....	.....	17½
144	17	...do.....	Alteration worker.....	2	1 49	4.51	.....	.....	3
145	17	...do.....	Floorwalker.....	1½	8 50½	5.34	.....	.....	1½
146	15	...do.....	Saleswoman.....	½	13	4.31	.....	.....	39
147	17	...do.....	Wrapper.....	2	1 52	3.43	.....	.....	.....
148	34	...do.....	Saleswoman, underwear.....	15	46	8.90	.....	.....	6
149	35	Widowed.	Saleswoman, linens.....	12	1 51	9.50	.....	.....	1
150	27	Single.....	Saleswoman, bargain tables.	1½	12½	6.56	8	\$72.00	31½
151	38	...do.....	Department head, linens...	9	50	8.91	.....	.....	2
152	30	...do.....	Saleswoman, dresses.....	3½	50	7.00	.....	.....	2
153	25	...do.....	Saleswoman, handkerchiefs.	1½	43	5.64	.....	.....	9

¹ Includes 1 week's vacation with pay.² Not reported.³ Hours on Sunday.⁴ Includes 2 weeks' vacation with pay.

IN DEPARTMENT AND OTHER RETAIL STORES—Continued.

INDIANAPOLIS—Continued.

Regular working hours.								Working hours during overtime seasons.								Individual number.
Season of normal hours.				Season of shortened hours.				Before Christmas.				Other than before Christmas.				
Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Maximum hours per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Hrs. per wk.	
42½	8½	8½	51	8	8½	.....	50½	½	10½	10½	58½	.....	.....	.....	.....	120
16	9	11½	56½	8	8	9	49	.....	.....	.....	.....	1	9	11½	58½	121
26	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	122
26	9	{10 11½}	58½	.....	.....	.....	.....	3	9	{9 1½}	55½	.....	.....	.....	.....	123
4	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	2	8	10	51	123
13	9	11½	56½	16	8	9	49	.....	.....	.....	.....	3	9	11½	58½	124
20	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	7	9	11	56	125
13	9	9½	54½	9	8	9	49	1	10	10½	58½	.....	.....	.....	.....	126
4	9	.....	54	.....	.....	.....	.....	1	9½	9½	58½	.....	.....	.....	.....	127
2½	9	9½	54½	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	128
9	9½	.....	55½	.....	.....	.....	.....	.....	.....	.....	.....	4	9½	9½	58½	129
1	9	11	{54 56}	.....	.....	.....	.....	2	9	13	58	.....	.....	.....	.....	130
2½	9	.....	54	7	8	4½	44½	.....	.....	.....	.....	1	9	13	58	131
41	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	1	9	{9 3}	58	132
11½	9½	.....	55	.....	.....	.....	.....	3	9½	9½	57	1	9	{3 12}	58	133
24	9½	11½	58	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	134
25	9½	.....	55½	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	135
26	9½	11½	58	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	136
24	9½	.....	56½	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	137
11½	9	11½	56½	18	8	9	49	.....	.....	.....	.....	4	9	{11½ 10½}	58	138
26	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	139
16	9	.....	54	9	8	5	45	.....	.....	.....	.....	1	8	11½	51½	140
34	9	.....	54	17	8	5	45	.....	.....	.....	.....	1	9	11	58	141
42	9	.....	54	9	8	4½	44½	.....	.....	.....	.....	1	9	11	58	142
44	9½	.....	57	.....	.....	.....	.....	.....	.....	.....	.....	1	9½	10½	58	143
16	9	12½	57½	1	8½	12½	55	.....	.....	.....	.....	.....	.....	.....	.....	144
13	9	12½	57½	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	145
15	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	146
13	9	12	57	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	147
39	9	9½	54½	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	148
26	9	.....	54	8	8	4½	44½	.....	.....	.....	.....	2	9	11½	57½	149
20	9	11½	56½	.....	.....	.....	.....	.....	.....	.....	.....	4	9	12½	57½	150
13	9	12	57	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	151
29	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	152
18	9	12	57	6	8	9	49	.....	.....	.....	.....	5	9	10½	55½	153
5½	9	9	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	154
40½	9	9	54	8	8	9	49	1	{9 10}	10	57	.....	.....	.....	.....	155
43	9	9½	54½	7	8	9	49	½	9½	9½	57	.....	.....	.....	.....	156
10	9	.....	54	.....	.....	.....	.....	3	9	9½	57	.....	.....	.....	.....	157
2½	9	9½	54½	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	158
41	9	.....	54	19	8	4½	44½	2	9½	9½	57	.....	.....	.....	.....	159
42	9	.....	54	.....	.....	.....	.....	1½	9	9½	54½	2	9	{3 9}	57	160
37	9	.....	54	18	8½	5	47½	3	9½	9½	57	3	9½	9½	57	161
7½	9½	.....	55½	.....	.....	.....	.....	5	9½	9½	57	.....	.....	.....	.....	162
40	9	.....	54	7	8	4½	44½	3	9	{3 9}	57	.....	.....	.....	.....	163
17	9	11½	56½	9	8	9½	49½	.....	.....	.....	.....	.....	.....	.....	.....	164
24	9	9½	54½	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	165
38	9	.....	54	.....	.....	.....	.....	4	9	{9 2½}	56½	1	9	{9 2½}	56½	166

* Includes 8 days' vacation with pay.

* Has in addition dinner each day.

† Earnings for 16½ weeks only.

* Includes ½ week's vacation with pay.

WORKING HOURS AND EARNINGS OF WOMEN EMPLOYED

INDIANAPOLIS—Continued.

Individual number.	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year.	Average weekly earnings.	Other employment.		Weeks of unemployment.
							Weeks.	Earnings.	
154	27	Single	Department head, waists, and saleswoman, hosiery.	12	51	\$12.00			1
155	30	do	Saleswoman, muslin underwear.	10	46	9.00			6
156	26	do	Saleswoman, draperies and ready-to-wear.	11	44	7.00			7
157	17	do	Wrapper	1	42	3.70	3	\$4.50	7
158	18	do	Bookkeeper	3	48	4.42			4
159	17	do	Saleswoman	1	13	4.11	9	40.50	9
160	27	do	Cashier	6	17	10.00	17	200.00	17
161	34	Separated.	Saleswoman, groceries	15	50	9.00			2
162	26	Single	Cash girl	5	26	8.00			23
163	25	do	Saleswoman, laces	1	27	4.75			24
164	21	do	Saleswoman, bargain counters.	5	46	7.52			6
165	22	do	Stenographer	1	50	15.00			2
166	19	do	Cash girl	3	48	6.00			4
167	36	do	Saleswoman, millinery	2	48	10.00			
168	28	do	Clerical	12	50	20.00			2
169	30	do	Saleswoman, coats and suits	10	48	(1)			4
170	27	do	Stock girl and cashier	3	51	5.08			1
171	22	do	Saleswoman, hair goods	6	51	14.00			1
172	34	do	Saleswoman, coats and suits	20	50	12.00			2
173	19	do	Floorwalker	4	50	6.74			2
174	(1)	Married	Saleswoman, millinery	1	21	7.19			31
175	39	Widowed	Bookkeeper and cashier	1	8	10.59	15	182.50	28
176	23	Single	Millinery worker	4	18	(1)			34
177	20	do	Clerical	6	48	8.00			4
178	22	do	Cashier	10	48				4
179	(1)	Widowed	Saleswoman, millinery	15	49	(1)			3
180	30	Single	Saleswoman, prints	2	21	6.00			30
181	17	do	Wrapper	1	52	3.12			
182	19	do	Saleswoman, notions	1	52	8.75			
183	22	do	Clerical	8	49	4.50			3

¹ Not reported.

INDIANAPOLIS—Continued.[illegible]

WORKING HOURS AND EARNINGS OF WOMEN EMPLOYED

INDIANAPOLIS—Continued.

Individual number.	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year.	Average weekly earnings.	Other employment.		Weeks of unemployment.
							Weeks.	Earnings.	
184	21	Single.....	Clerical.....	7	51	(¹)			1
185	18	do.....	(Saleswoman, millinery and corsets)	1½	48	\$6.90			4
186	36	Divorced..	Forewoman, alterations.....	8	52	15.00			
187	26	Single.....	Timekeeper.....	11	50	16.00			2
188	24	do.....	Cashier and clerk.....	3½	50	8.60			2
189	24	do.....	Cashier.....	10	49	(²)			3
190	45	Widowed..	Saleswoman, suits.....	12	41	21.44			11
191	18	Single.....	Cashier.....	4	51	7.00			1
192	40	Married...	Department head, skirts....	5	50	20.00			2
193	32	do.....	Saleswoman, dry goods.....	½	23	5.00			29
194	25	do.....	Saleswoman, suits.....	2½	³ 52	21.00			
195	15	Single.....	Wrapper.....	½	22	2.82	4	\$16.00	26
196	18	do.....	Saleswoman, notions.....	3½	50	4.00			2
197	18	do.....	do.....	1	39½	4.04	8	56.00	4½
198	29	do.....	Saleswoman, waists.....	10	50	10.00			2
199	27	do.....	Saleswoman, art department	2½	49	7.00			3
200	36	do.....	(Saleswoman, muslin underwear)	7	43	9.56			9
201	25	do.....	Pay-roll clerk and cashier...	8	⁵ 52	18.00			
202	44	Widowed..	(Assistant buyer and saleswoman, notions.....)	13	⁴ 50	(⁶)			2
203	35	Single.....	Saleswoman, white goods....	11	⁴ 49	14.00			3
204	23	do.....	Order clerk, grocery.....	½	36	4.56			16
205	18	do.....	Saleswoman and marker.....	2	48	4.27			4
206	27	do.....	Skirt fitter.....	8	52	12.00			
207	66	Widowed..	Saleswoman, art.....	7	⁴ 49	20.00			3
208	16	Single.....	Saleswoman, candy.....	½	3	5.00			49
209	21	do.....	Saleswoman, baby carriages.	3	⁷ 50	7.98			2
210	38	Married...	Saleswoman, waists.....	½	29	12.00			23
211	15	Single.....	Wrapper.....	½	40½	4.00			11½
212	19	do.....	Saleswoman, stationery.....	4½	⁴ 51	6.46			1
213	40	do.....	Saleswoman, ready-to-wear..	½	37	8.50	15	(⁹)	
214	31	Married...	Bookkeeper and cashier.....	17	⁴ 51	13.85			1
215	62	Single.....	Saleswoman, cloaks and suits	30	⁴ 41½	14.00			10½
216	19	do.....	Stenographer.....	2	⁵ 52	9.00			
217	17	do.....	Stock girl.....	½	25	3.42			27
218	15	do.....	do.....	½	26	3.38			26
219	33	Widowed..	Saleswoman, coats and suits.	10	49	20.00			3
220	15	Single.....	Wrapper.....	½	9	3.50			43
221	45	Married...	(Saleswoman, gent's furnishings.....)	½	26½	7.90			25½

¹ Not reported.² Over \$10.³ Including 2 weeks' vacation with pay.⁴ Including 1 week's vacation with pay.⁵ Includes 10 days' vacation with pay.

IN DEPARTMENT AND OTHER RETAIL STORES—Continued.

INDIANAPOLIS—Continued.

Regular working hours.								Working hours during overtime seasons.								Individual number.	
Season of normal hours.				Season of shortened hours.				Before Christmas.				Other than before Christmas.					
Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Maximum hours per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Hrs. per wk.		
17	9	11½	56½	8	8	9	49									184	
26	9	11½	54														
17	9	11½	56½	7	8	9	49									185	
24	9	11½	54														
13	9	11½	56½	9	8	9	49									186	
30	9	11½	54														
17	9	11½	56½	7	8	9	49									187	
26	9	11½	54														
17	9	11½	56½	7	8	9	49									188	
26	9	11½	54														
17	9	11½	56½	6	8	9	49									189	
26	9	11½	54														
17	9	11½	56½													190	
24	8½	11½	51	8	8	9	49									191	
43	9	11½	56½	7	8	4½	44½					1	2	9	11½	56½	192
40	9		54														193
23	9	11½	56½														194
13	9	11½	56½														195
39	9		54														196
10½	9	11	55					1½	9	10	56½						197
10	9	11½	56½														198
18	9	11½	54														199
32	9	11½	56½	9	8	9	49										200
12	9	11½	54														201
13	9	11½	56½	7	8	9	49										202
30	9	11½	54														203
39	9	11½	54	46	8	4½	44½					4	9	11½	56½		204
19	8½	11½	56	7	8	5	45										205
17	9	11	54														206
13	9	11	56	13	8	9	49										207
26	9	11	54														208
38	9	11	54	49	8	4½	44½					2	9	11	56		209
13	9	11	56	48	8	5	45					1	8	10	51		210
26	9	11	54	9	8	9	49	2	9	11	56	1	9	11	56		211
25	9	11	54	8	8	9	49										212
20	9	11	56														213
34	9	11	54	18	8½		51										214
41	9	9½	54½	45	8	4½	44½					3	9	11	56		215
2½	9		54					½	9½	9½	56						216
41	9		54	7	8	4	44	2	9	9½	56						217
27	9		54	9	8	9	49					2	9	9½	55½		218
30½	9		54	58	8	5	45	1	9½	9½	55½						219
42	9		54	9	8	5	45					1	9	9	55		220
20	9		54	9	8	5	45					8	9	10	55		221
41	9		54	9	8	4½	44½					10	9	10	55		222
30½	9		54	9	8	4½	44½					2	9	10	55		223
40	9		54	9	8	9	49					3	9	9½	55		224
13	9		54	9	8	9	49					3	9	9½	55		225
14	9		54	9	8	9	49					3	9	9½	55		226
37	9	9½	55	6	8½	4½	47					6	9	9½	55		227
17½	9½		55	9	8	9	49										228

* Not reported, but is at least \$10.

† Including several occasional days' absence with pay.

‡ Hours on Sunday.

§ Was caretaker of house; had lodging free.

WORKING HOURS AND EARNINGS OF WOMEN EMPLOYED

INDIANAPOLIS—Continued.

Individual number.	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year.	Average weekly earnings.	Other employment.		Weeks of unemployment.
							Weeks.	Earnings.	
222	38	Married...	(Saleswoman and buyer, fountain pens.	3	1 52	\$14.00			
223	28	Single.....	Saleswoman, coats and suits.	13	39	19.00			13
224	14	do.....	Wrapper.....	11	11	3.75			41
225	16	do.....	do.....	11	34	4.00			18
226	22	do.....	(Stenographer and assistant cashier.	5	1 52	12.25			
227	21	do.....	Saleswoman, groceries.	3	8½	6.12			43½
228	19	Married...	Saleswoman, shirtwaists.	1½	4	6.00	8	\$28.00	40
229	17	Single.....	Stenographer.	1	52	7.31			
230	17	do.....	Alteration worker.	3½	15	8.00	37	148.00	
231	33	Married...	Saleswoman, neckwear.	20	4 51	10.74			1
232	16	Single.....	Wrapper.....	1	12½	3.36	5½	26.13	34
233	15	do.....	Saleswoman, candy.	1½	3	3.00	14	49.00	35
234	20	do.....	Wrapper and cashier.	3	49	4.00			3
235	16	do.....	Wrapper.....	1½	3	3.00			49
236	19	do.....	Clerical.	3	50	8.00			2
237	15	do.....	Inspector and wrapper.	1½	5	3.00			43
238	23	do.....	Alteration worker.	4	43	15.00	4	40.00	9
239	20	do.....	Saleswoman, waists.	6	50	7.92			2
240	45	do.....	Alteration worker.	8	46	10.00			6
241	43	do.....	Forewoman, alteration.	5	50	14.00			2
242	19	do.....	Trimmer, millinery.	3	34	8.00		10.00	18
243	25	do.....	Saleswoman, candy.	9	50	3.00			2
244	15	do.....	Wrapper.....	1½	40	2.64	8	20.00	4
245	17	do.....	Alteration worker.	4	43	4.33			9
246	39	do.....	Saleswoman, suits.	13	37½	15.50	10		4½
247	14	do.....	Errand girl.	1	13	3.92			39
248	16	do.....	Wrapper.....	1½	7	3.00	8	22.00	37
249	14	do.....	do.....	1½	11	3.15	12	36.00	29
250	16	do.....	do.....	2	52	3.50			
251	15	do.....	do.....	1½	18½	3.00			33½
252	22	do.....	Millinery maker.	8	4 51	8.00			1
253	15	do.....	Cash girl.	1	8	2.50	28	156.00	16
254	16	do.....	Errand girl and wrapper.	1	42	3.00	8	48.00	2
255	19	Married...	Saleswoman, general.	1	31	5.66			21
256	14	Single.....	Wrapper.....	1½	15	3.50	1	4.00	36
257	15	do.....	Cash girl.	1½	15	2.40	4	18.00	33
258	16	do.....	Clerical.	1½	33	5.00	11	55.00	8
259	37	do.....	Saleswoman, millinery.	4½	36	10.00			16
260	18	do.....	Cashier.	1½	26	6.00	26	156.00	
261	16	do.....	Saleswoman, candy.	1	40	4.00			12
262	16	do.....	Saleswoman, gloves.	1	25½	4.08			26½
263	16	do.....	Saleswoman, hardware.	1	37	4.07			15
264	20	do.....	Alteration worker.	3½	47	8.09			5
265	25	do.....	Saleswoman, bargain tables.	1½	17	7.74	13	50.00	22
266	17	do.....	Wrapper.....	3	4 51	3.50			1
267	27	do.....	Saleswoman, draperies.	5½	49½	11.12			2½
268	22	do.....	Saleswoman, beddings.	5	45½	7.90			6½
269	25	do.....	Saleswoman, bargain tables.	1	16	7.55	26	173.00	10
270	22	do.....	Saleswoman, general.	1½	25	8.14			
271	20	do.....	Demonstrator and saleswoman, gloves and millinery.	1	17	6.30	1	6.00	34
272	33	Divorced..	Saleswoman and assistant buyer, laces.	10	4 51	10.00			1
273	30	Single.....	Draper.	1	19	12.00			33
274	14	do.....	Errand girl and marker.	1	14	3.00			38

1 Including 2 weeks' vacation with pay.

* Including 1 week's vacation with pay and 3 weeks' absence in occasional days with pay.

* Not including commissions, amount not reported.

IN DEPARTMENT AND OTHER RETAIL STORES—Continued.

INDIANAPOLIS—Continued.

Regular working hours.								Working hours during overtime seasons.								Individual number.
Season of normal hours.				Season of shortened hours.				Before Christmas.				Other than before Christmas.				
Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Maximum hours per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Hrs. per wk.	
32	8½	.....	51	9	8	.....	48	1	8½	9	51½	10	8½	12	54½	222
39	9½	.....	54½													223
10	9	.....	54	9	8	8½	48½	1	9	9½	54½					224
24	9	.....	54					1	9	9½	54½					225
33	8½	.....	51	7	7½	8½	46					2	9½	8½	47	226
												9	8½	11½	54	
8½	9	.....	54									1		9½	52	
4	9	.....	54													227
43	9	.....	54	9	8	4	44									228
15	9	.....	54													229
43	9	.....	54	8	8½	5	47½									230
3½	9	.....	54													231
9	8½	.....	53½													232
3	9	.....	54													233
41	9	.....	54	8	8½	5	47½									234
3	9	.....	54													235
41	9	.....	54	9	9	4	49									236
5	9	.....	54													237
43	9	.....	54													238
43	9	.....	54	7	9	4	49									239
46	9	.....	54													240
50	9	.....	54													241
34	9	.....	54													242
43	9	.....	54	7	8½	4	44½									243
31	9	.....	54	9	8½	9	51½									244
40	9	.....	54	3	8	9	49									245
37½	9	.....	54													246
13	9	.....	54													247
7	9	.....	54													248
4	9	.....	54	7	8	9	49									249
43	9	.....	54	9	8	9	49									250
16½	9	.....	54	2	8	4½	44½									251
42	9	.....	54	9	8	4½	44½									252
8	9	.....	54													253
33	9	.....	54	9	8	8	45									254
31	9	.....	54													255
4	8½	.....	53½	1	7½	.....	47½									256
10	9	.....	54	9	8	9	49									257
4	9	.....	54													258
33	9	.....	54													259
10	9	.....	54													260
26	9	.....	54													261
39	7½	8	45½													262
1	9	.....	54													263
16½	9	.....	54	9	8	9	49									264
28	9	.....	54													265
42	9	.....	54	5	9	4	49									266
17	9	.....	54													267
43	9	.....	54	8	8	5	45									268
41½	9	.....	54	8	8	5	45									269
38	9	.....	54	7½	8	5	45									270
16	9	.....	54													271
17	9	.....	54	8	8	5	45									272
42	9	.....	54	9	8	4½	44½									273
19	9	.....	54													274
14	9	.....	54													275

* Including 1 week's vacation with pay.

* In addition received board and lodging.

WORKING HOURS AND EARNINGS OF WOMEN EMPLOYED

INDIANAPOLIS—Continued.

Individual number.	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year.	Average weekly earnings.	Other employment.		Weeks of unemployment.
							Weeks.	Earnings.	
275	15	Single.	Wrapper and telephone operator.	11	22	\$3.41			30
276	24	do.	Saleswoman, underwear.	4 ¹ / ₂	13	7.00			39
277	15	do.	Clerical.	1 ¹ / ₂	16	(¹ / ₂)			36
278	16	do.	Wrapper.	1 ¹ / ₂	24	3.50			28
279	14	do.	do.	1 ¹ / ₂	13	3.00			39
280	15	do.	do.	1 ¹ / ₂	50	3.09			2
281	24	do.	Saleswoman, bargain tables and house furnishings.	1 ¹ / ₂	43	6.06			9
282	20	do.	Saleswoman, infant department.	5	52	10.00			
283	40	do.	Corset buyer and saleswoman.	25	52	(¹ / ₂)			
284	16	do.	Wrapper.	4 ¹ / ₂	16	3.50	3	\$9.00	33
285	18	do.	Wrapper and timekeeper.	1 ¹ / ₂	50	4.00			2
286	19	do.	Saleswoman, corsage bouquets.	4	48	15.00			4
287	30	do.	Accountant.	4	47	(¹ / ₂)			5
288	17	do.	Saleswoman and fitter, corsets.	4	51	8.00			1
289	18	do.	Salesman, groceries.	3	35	6.00	8	20.00	9
290	40	do.	Saleswoman, coats and suits.	14	43	14.00			9
291	27	do.	Saleswoman, suits, and ready-to-wear.	3	36	(¹ / ₂)	7	84.00	9
292	18	do.	Stenographer.	1	13	10.00	12	96.00	21
293	30	do.	Department head, neckwear.	8	50	12.00			2
294	15	do.	Cash girl.	1	12	3.00	3	13.80	37
295	14	do.	Errand girl.	1	9	3.00			43
296	14	do.	Cash girl.	1	9	3.00			43
297	16	do.	do.	1	19	2.50			33
298	14	do.	do.	1	8	3.00			44
299	28	Married.	Saleswoman, gloves.	10	9	10.22	2	36.00	41
300	30	do.	Accountant.	1 ¹ / ₂	52	7.60			
301	24	Single.	Saleswoman, bargain tables.	11	22	6.50	12	72.00	18
302	15	do.	do.	1 ¹ / ₂	18 ¹ / ₂	4.63			33 ¹ / ₂
303	16	do.	Wrapper.	1 ¹ / ₂	17 ¹ / ₂	2.91			34 ¹ / ₂
304	27	do.	Alteration worker.	7 ¹ / ₂	44	8.00			8
305	30	do.	Buyer, gloves, fans, and bags.	14	51	14.00			1
306	26	do.	Department head, costumes.	8	49 ¹ / ₂	(¹ / ₂)			2 ¹ / ₂
307	15	do.	Wrapper.	1	22 ¹ / ₂	3.00			29 ¹ / ₂
308	15	do.	Cash girl and wrapper.	1	16	2.92	5	16.00	31
309	46	Married.	Saleswoman, table linens, umbrellas.	11	50 ¹ / ₂	10.00			1 ¹ / ₂
310	15	Single.	Wrapper.	1	18	2.94			34
311	15	do.	do.	1 ¹ / ₂	6	3.00	17	51.00	29
312	26	do.	Waist draper.	8 ¹ / ₂	44	15.00			
313	38	Married.	Saleswoman, underwear.	5	52	7.50			
314	25	Single.	Clerk.	2 ¹ / ₂	4	8.00			48
315	15	do.	Cash girl and wrapper.	1	30	3.26			22
316	15	do.	Wrapper.	1	27	3.22			25
317	26	do.	Alteration worker.	10	41 ¹ / ₂	10.00			
318	15	do.	Wrapper.	1	27	3.57			25
319	24	do.	Saleswoman, coats and suits.	2 ¹ / ₂	44	14.11			8
320	14	do.	Cash girl.	1 ¹ / ₂	15	2.46	3	12.00	34
321	36	do.	Saleswoman and buyer, fancy goods.	16	51	16.50			1
322	35	Widowed.	Saleswoman, coats and suits.	6	38	13.82			14
323	15	Single.	Wrapper.	1	37	3.50			15
324	42	Widowed.	Saleswoman, suits and furs.	5 ¹ / ₂	52	32.00			

¹ Not reported.² Including 3 weeks' vacation with pay.³ Including 1 week's vacation with pay.

IN DEPARTMENT AND OTHER RETAIL STORES—Continued.

INDIANAPOLIS—Continued.

Regular working hours.								Working hours during overtime seasons.								Individual number.
Season of normal hours.				Season of shortened hours.				Before Christmas.				Other than before Christmas.				
Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Maximum hours per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Hrs. per wk.	
13	9	.....	54	9	8	4½	44½	.....	.....	.....	.....	.....	.....	.....	.....	275
13	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	276
16	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	277
16	9	.....	51	8	8½	9	51½	.....	.....	.....	.....	.....	.....	.....	.....	278
13	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	279
43	9	.....	54	7	8	4½	44½	.....	.....	.....	.....	.....	.....	.....	.....	280
43	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	281
43	9	.....	54	9	8	4½	44½	.....	.....	.....	.....	.....	.....	.....	.....	282
43	9	.....	54	9	8	4½	44½	.....	.....	.....	.....	.....	.....	.....	.....	283
16	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	284
43	9	.....	54	7	8	4½	44½	.....	.....	.....	.....	.....	.....	.....	.....	285
39	9	.....	54	9	8	4½	44½	.....	.....	.....	.....	.....	.....	.....	.....	286
44	9	.....	54	3	8	4	44	.....	.....	.....	.....	.....	.....	.....	.....	287
42	9	.....	54	9	8	5	45	.....	.....	.....	.....	.....	.....	.....	.....	288
26	9	.....	54	9	8	9	49	.....	.....	.....	.....	.....	.....	.....	.....	289
39	9	.....	54	4	8	4½	44½	.....	.....	.....	.....	.....	.....	.....	.....	290
29	9	.....	54	7	8	9	49	.....	.....	.....	.....	.....	.....	.....	.....	291
13	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	292
43	9	.....	54	7	8	9	49	.....	.....	.....	.....	.....	.....	.....	.....	293
12	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	294
9	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	295
9	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	296
19	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	297
8	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	298
9	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	299
52	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	300
13	9	.....	54	9	8	5	45	.....	.....	.....	.....	.....	.....	.....	.....	301
18½	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	302
17½	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	303
39	9	.....	54	5	8	9	49	.....	.....	.....	.....	.....	.....	.....	.....	304
37	9	.....	54	14	8	4½	44½	.....	.....	.....	.....	.....	.....	.....	.....	305
42½	9	.....	54	7	8	4½	44½	.....	.....	.....	.....	.....	.....	.....	.....	306
14	9	.....	54	8½	8	9	49	.....	.....	.....	.....	.....	.....	.....	.....	307
16	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	308
42½	9	.....	54	8	8	4½	44½	.....	.....	.....	.....	.....	.....	.....	.....	309
17	9	.....	54	1	8	4½	44½	.....	.....	.....	.....	.....	.....	.....	.....	310
4	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	311
42	9	.....	54	2	8	9	49	.....	.....	.....	.....	.....	.....	.....	.....	312
43	9	.....	54	9	8	4½	49½	.....	.....	.....	.....	.....	.....	.....	.....	313
4	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	314
21	9	.....	54	9	8	5	45	.....	.....	.....	.....	.....	.....	.....	.....	315
18	9	.....	54	9	8	5	45	.....	.....	.....	.....	.....	.....	.....	.....	316
41½	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	317
18	9	.....	54	9	8	5	45	.....	.....	.....	.....	.....	.....	.....	.....	318
38	9	.....	54	6	8	9	49	.....	.....	.....	.....	.....	.....	.....	.....	319
15	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	320
43	8½	11½	52½	8	7	.....	47	.....	.....	.....	.....	.....	.....	.....	.....	321
18	8½	11½	52½	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	322
20	8½	9½	50	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	323
37	8½	9	51½	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	324
43	8½	.....	51	9	8	4	44	.....	.....	.....	.....	.....	.....	.....	.....	325

* Not including commissions and P. Ms., amount not reported.

* Including 2 weeks' vacation with pay.

* Including ½ week's vacation with pay.

WORKING HOURS AND EARNINGS OF WOMEN EMPLOYED

INDIANAPOLIS—Concluded.

Individual number.	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year.	Average weekly earnings.	Other employment.		Weeks of unemployment.
							Weeks.	Earnings.	
325	19	Single.....	Stenographer.....	1½	129	\$7.00	.....	.....	23
326	25	do.....	Saleswoman, shoes.....	3	11	8.00	.....	.....	41
327	19	do.....	Stenographer.....	3	52	12.00	.....	.....	.....
328	17	do.....	Saleswoman, hosiery, and wrapper.	½	9	6.00	.....	.....	43
329	14	do.....	Cash girl.....	1½	3½	2.50	7	\$21.50	41½
330	15	do.....	Wrapper.....	½	10	2.50	.....	.....	42
331	30	do.....	Saleswoman and buyer, books.	2	151	18.00	.....	.....	1

TERRE HAUTE.

1	2½	Single.....	Saleswoman, general.....	3½	247½	\$6.00	.....	.....	4½
2	19	do.....	do.....	6	51	9.00	.....	.....	1
3	30	do.....	Head fitter.....	14½	50	13.50	.....	.....	2
4	28	do.....	Department head and millinery buyer.	9	52	50.00	.....	.....	.....
5	39	Widowed..	Saleswoman, millinery.....	10½	44	15.00	.....	.....	8
6	32	Single.....	Head milliner.....	7	48	18.60	.....	.....	4
7	20	do.....	Saleswoman, groceries.....	3½	52	9.00	.....	.....	.....
8	18	do.....	do.....	1½	52	7.00	.....	.....	.....
9	23	do.....	Saleswoman, glassware.....	½	17½	2.97	.....	.....	34½
10	46	do.....	Saleswoman, silk department.	10½	52	15.00	.....	.....	.....
11	21	do.....	Telephone operator.....	6½	51	5.00	.....	.....	1
12	29	do.....	Saleswoman, millinery.....	5	16	7.00	.....	.....	36
13	18	do.....	Saleswoman, bakery.....	2	50	3.87	.....	.....	2
14	20	do.....	Assistant floorwalker.....	4½	50	5.03	.....	.....	2
15	23	do.....	Saleswoman, ribbons.....	½	9	3.72	.....	.....	43
16	20	do.....	Saleswoman, gloves.....	1½	51	7.50	.....	.....	1
17	24	do.....	Saleswoman, notions.....	4	49	5.00	.....	.....	3
18	23	do.....	Department head, notions..	9	47	6.00	.....	.....	5
19	19	do.....	Saleswoman, underwear.....	2	52	4.08	.....	.....	.....
20	29	do.....	Saleswoman, china.....	2½	50½	4.57	.....	.....	1½
21	20	do.....	Clerical.....	3½	50½	6.97	.....	.....	1½
22	17	do.....	Saleswoman.....	½	7	3.64	13	\$3.00	32
23	21	do.....	Saleswoman, gas fixtures.....	5½	50	4.55	.....	.....	2
24	31	do.....	Saleswoman, fancy art goods.	2½	30½	4.89	.....	.....	21½
25	(7)	do.....	Saleswoman, paints and brushes.	½	2½	4.60	.....	.....	49½
26	21	do.....	Saleswoman, hosiery and underwear.	11	52	6.30	.....	.....	.....
27	48	do.....	Saleswoman, neckwear.....	14	52	7.00	.....	.....	.....
28	21	do.....	Saleswoman, hosiery and underwear.	5	51	5.00	.....	.....	1
29	25	do.....	Saleswoman, underwear and corsets.	10½	51	15.09	.....	.....	1
30	19	do.....	Saleswoman, neckwear and pocketbooks.	2	50½	4.85	.....	.....	1½
31	20	do.....	Saleswoman, ready-to-wear.	½	41½	7.95	.....	.....	10½
32	18	do.....	Saleswoman, ribbons, veils, etc.	4½	45	5.08	4	\$20.00	3

1 In 2 stores.

2 Including 2 weeks' vacation with pay.

3 Including 1 week's vacation with pay.

4 Not including bonus, amount not reported.

IN DEPARTMENT AND OTHER RETAIL STORES—Continued.

INDIANAPOLIS—Concluded.

Regular working hours.								Working hours during overtime seasons.								Individual number.
Season of normal hours.				Season of shortened hours.				Before Christmas.				Other than before Christmas.				
Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Maximum hours per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Hrs. per wk.	
20	8½	.....	51	9	7½	.....	46½	.....	.....	.....	.....	.....	.....	.....	.....	325
11	8½	.....	51	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	326
51	7½	.....	46½	.....	.....	.....	.....	1	8½	8½	49½	.....	.....	.....	.....	327
9	8	.....	49	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	328
.....	.....	.....	.....	3½	8	.....	49	.....	.....	.....	.....	.....	.....	.....	.....	329
.....	.....	.....	.....	10	8	½	44½	.....	.....	.....	.....	.....	.....	.....	.....	330
38	6	.....	36	8	6	2½	32½	3	6½	6½	39	2	6½	6½	39	331

TERRE HAUTE.

38	10	{12½ 13½}	66½	8½	9½	{12½ 13½}	64½	1	13½	14	77½	.....	.....	.....	.....	1
50	9½	{11½ 12½}	62	.....	.....	.....	.....	1	12½	13	71½	.....	.....	.....	.....	2
37½	8½	11½	55	7½	8½	.....	52	1	8½	11½	61½	4	11½	11½	70	3
49½	9	12	57	.....	.....	.....	.....	½	12	12	66	2	12	12	69	4
41½	9	12	57	.....	.....	.....	.....	½	12	12	66	2	12	13	69	5
15	8½	11½	54	7½	8½	10½	51½	½	11½	11½	60	2	12	12	68	6
23	8½	11½	55	.....	.....	.....	.....	1	12½	12½	68	2	9½	{12½ 13½}	63½	7
49	9½	12½	58½	.....	.....	.....	.....	1	12½	12½	68	2	9½	{12½ 13½}	63½	8
49	9½	12½	58½	.....	.....	.....	.....	1	12½	12½	68	2	9½	{12½ 13½}	63½	9
16½	9	12½	57½	.....	.....	.....	.....	1	12½	12½	67½	1	12½	12½	67½	10
50½	9	12	57	.....	.....	.....	.....	½	12	12	66	.....	.....	.....	.....	11
50½	9½	12½	58½	.....	.....	.....	.....	½	12½	12½	67½	1	12½	12½	67½	12
13½	9½	12½	58½	.....	.....	.....	.....	½	12½	12½	67½	{1 1}	9½	12½	{63½ 61}	13
49½	9½	12½	58½	.....	.....	.....	.....	½	12½	12½	67½	1	.....	.....	.....	14
49	9	12½	57½	.....	.....	.....	.....	1	12	13	67	.....	.....	.....	.....	15
8½	9½	12½	57½	.....	.....	.....	.....	1	12½	12½	66½	.....	.....	.....	.....	16
50	9	12	57	.....	.....	.....	.....	1	12	12½	66½	.....	.....	.....	.....	17
46	9	12	57	.....	.....	.....	.....	1	12	12½	66½	{1 1}	9	9	66	18
44	9	12	57	.....	.....	.....	.....	1	12	12½	66½	{1 1}	11½	12	64½	19
51½	9	12½	57½	.....	.....	.....	.....	½	12	12½	66½	.....	.....	.....	.....	20
50	9	12½	57½	.....	.....	.....	.....	½	12	12½	66½	.....	.....	.....	.....	21
50	9	12½	57½	.....	.....	.....	.....	½	12	12½	66½	.....	.....	.....	.....	22
6½	9	12½	57½	.....	.....	.....	.....	½	12	12½	66½	.....	.....	.....	.....	23
49½	9	12½	57½	.....	.....	.....	.....	½	12	12½	66½	.....	.....	.....	.....	24
30	9	12½	57½	.....	.....	.....	.....	½	12	12½	66½	.....	.....	.....	.....	25
2	9	12	57	.....	.....	.....	.....	½	12	12	66	.....	.....	.....	.....	26
51½	9	12	57	.....	.....	.....	.....	½	12	12	66	.....	.....	.....	.....	27
51½	9	12	57	.....	.....	.....	.....	½	12	12	66	.....	.....	.....	.....	28
50½	9	12	57	.....	.....	.....	.....	½	12	12	66	.....	.....	.....	.....	29
50½	9	12	57	.....	.....	.....	.....	½	12	12	66	1	9	12	59	30
49	9	12	57	.....	.....	.....	.....	½	12	12	66	.....	.....	.....	.....	31
41½	9	12	57	.....	.....	.....	.....	½	12	12	66	.....	.....	.....	.....	32
44½	9	12	57	.....	.....	.....	.....	½	12	12	66	.....	.....	.....	.....	33

5 Hours on Sunday.

6 Was millinery apprentice and worked 10 weeks with no pay.

7 Not reported.

8 Including 6 weeks' leave with pay.

9 Including ½ week's leave with pay.

WORKING HOURS AND EARNINGS OF WOMEN EMPLOYED

TERRE HAUTE—Continued.

Individual number.	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year.	Average weekly earnings.	Other employment.		Weeks of unemployment.
							Weeks.	Earnings.	
33	30	Single	Saleswoman, corsets	10	51	\$9.84			1
34	30	do	Buyer and saleswoman, leather goods.	17	¹ 52	10.00			
35	36	do	Saleswoman, lace and embroidery.	6 $\frac{1}{2}$	48 $\frac{1}{2}$	9.00			3 $\frac{1}{2}$
36	35	do	Saleswoman, silks and dress goods.	9 $\frac{1}{2}$	² 50	9.00			2
37	18	do	Saleswoman, ribbons and millinery.	$\frac{1}{2}$	13	4.30			39
38	21	do	Saleswoman, jewelry	$\frac{1}{2}$	14 $\frac{1}{2}$	3.50			37 $\frac{1}{2}$
39	34	Separated.	Saleswoman, underwear	$\frac{1}{2}$	20	7.63			32
40	21	Single	Saleswoman, ribbons	7	² 41 $\frac{1}{2}$	5.63			2
41	20	do	Saleswoman, general	$\frac{1}{2}$	17 $\frac{1}{2}$	5.00	5	\$15.00	8 $\frac{1}{2}$
42	34	do	Bookkeeper and saleswoman	5 $\frac{1}{2}$	52	⁶ 12.50			29 $\frac{1}{2}$
43	51	Married	Head fitter	10	17	14.29			35
44	31	Widowed	Saleswoman, suits	1 $\frac{1}{2}$	50	8.01			2
45	19	Single	Saleswoman, notions, leather goods, etc.	$\frac{1}{2}$	13 $\frac{1}{2}$	4.00			38 $\frac{1}{2}$
46	18	do	Saleswoman, notions	2 $\frac{1}{2}$	48 $\frac{1}{2}$	4.18			3 $\frac{1}{2}$
47	25	do	Saleswoman, neckwear	$\frac{1}{2}$	24	7.78			28
48	32	Married	Saleswoman, suits and underwear.	$\frac{1}{2}$	43 $\frac{1}{2}$	5.00			8 $\frac{1}{2}$
49	50	do	Alteration worker	9 $\frac{1}{2}$	49	12.00			3
50	16	Single	Saleswoman, art department	1 $\frac{1}{2}$	50	2.64			2
51	38	do	Fitter	8	50	10.00			2
52	45	Separated.	Saleswoman, suits	$\frac{1}{2}$	17 $\frac{1}{2}$	12.00	15 $\frac{1}{2}$	232.50	19
53	40	Widowed	Saleswoman, silks and dress goods.	8 $\frac{1}{2}$	² 51	8.42			1
54	17	Single	Saleswoman, notions and bargains.	3 $\frac{1}{2}$	31	3.04			21
55	32	do	Saleswoman, draperies	2	51	7.95			1
56	20	do	Saleswoman, waists	$\frac{1}{2}$	35 $\frac{1}{2}$	6.00			16 $\frac{1}{2}$
57	18	do	do	2 $\frac{1}{2}$	51	4.34			1
58	28	do	Saleswoman, muslin underwear.	10 $\frac{1}{2}$	24	8.81	23	207.00	5
59	45	Married	Saleswoman, suits	12	48 $\frac{1}{2}$	19.63			3 $\frac{1}{2}$
60	31	Single	do	6 $\frac{1}{2}$	² 50	10.00			2
61	40	Widowed	Saleswoman, cloaks and suits.	5	² 49 $\frac{1}{2}$	14.00			2 $\frac{1}{2}$
62	29	Single	Fitter	6 $\frac{1}{2}$	² 49	15.53			3
63	20	do	Saleswoman, general	4	35 $\frac{1}{2}$	6.00	10	50.00	6 $\frac{1}{2}$
64	24	do	Department head, corsets	9	⁶ 51	12.00			1
65	22	do	Saleswoman, inspector, and wrapper.	1 $\frac{1}{2}$	50	4.95			2
66	16	do	Saleswoman, hair goods	2	46 $\frac{1}{2}$	3.57			5 $\frac{1}{2}$
67	14	do	Cash girl	$\frac{1}{2}$	16 $\frac{1}{2}$	1.97	7	19.75	28 $\frac{1}{2}$
68	47	Widowed	Saleswoman, underwear	13 $\frac{1}{2}$	² 50	8.50			2
69	42	Single	Saleswoman, suits	5	26	15.03			26
70	15	do	Wrapper	$\frac{1}{2}$	5	2.03			47
71	21	do	Cashier	7	46	4.05			5
72	43	Separated.	Saleswoman, coats and suits.	2	² 51 $\frac{1}{2}$	12.06			1
73	26	Single	Saleswoman, cloaks and suits	5	² 51	8.03			1
74	24	do	Saleswoman, silks	7 $\frac{1}{2}$	48 $\frac{1}{2}$	9.00			3 $\frac{1}{2}$
75	19	do	Saleswoman, neckwear and handkerchiefs.	3	50 $\frac{1}{2}$	4.91			1 $\frac{1}{2}$
76	31	do	Department head, jewelry	15	² 50	15.00			2

¹ Includes 2 weeks' vacation with pay.² Including $\frac{1}{2}$ week's vacation with pay.³ Including 1 week's vacation with pay.⁴ Extra work done on Sunday.⁵ Not including P. M.s and commissions, amount not reported.

IN DEPARTMENT AND OTHER RETAIL STORES—Continued.

TERRE HAUTE—Continued.

Regular working hours.								Working hours during overtime seasons.								Individual number.
Season of normal hours.				Season of shortened hours.				Before Christmas.				Other than before Christmas.				
Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Maximum hours per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Hrs. per wk.	
48½	9	12	57					½	12	12	66	2	12	12	66	33
50½	9	12	57					½	12	12	66	1	11½	12	64½	34
47½	9	12	57					½	12	12	66					35
42½	9	12	57					½	12	12	66	1	11½	12	65	36
4	8½	11½	54					½	12	12	66	6	11	12	63	37
8½	9	12	57					½	12	12	66	1	9	12	60	38
13	9	12	57					½	12	12	66					39
19½	9	12	57					½	12	12	66	1	9	12	62	40
10½	9	12	57	6½	8½		52	½	12	12	66	1	9	12	58	41
21	8½	11½	55					½	12	12	66	1	8½	11½	57½	42
17	9	12	57					½	12	12	66					43
51½	9	12	57					½	12	12	66					44
16½	9	12	57					½	12	12	66					45
49½	9	12	57					1	12	12	66					46
12½	9	12	57					1	11½	12½	65½					47
36	9	12	57					½	11½	12	65½	12	9	12	60½	48
8½	8½	11½	55					½	11½	11½	64	1	11½	11½	65	49
43	8½	11½	55½					½	11½	11½	64½	4	8½	11½	59	50
48½	8½	11½	55½					½	11½	11½	64½	10	8½	11½	57	51
43½	8½	11½	55½					½	11½	11½	64½	1	8½	11½	61½	52
46½	9	12	57					½	11½	12	64½	5	8½	11½	58½	53
14	8½	11½	55					½	11½	11½	64	2	9	12	62	54
49½	8½	11½	54					½	11½	11½	63	1	9	12	59½	55
30½	8½	12	54½					½	11½	12	63½	3	8½	11½	57½	56
29	8½	11½	54	8½	8	11	51	½	11½	11½	63½	2	8½	11½	54½	57
33½	8½	11½	54½					½	11½	11½	63½	12	8½	11½	58½	58
50½	8½	11½	54½					1	11½	11½	63½					59
23	8½	11½	54					1	11½	12	63½					60
47½	8½	11½	54	16½	8	11	51	1	11½	12	63½					61
33	8½	12	54½	16½	8	11½	51½	½	11½	12	63½					62
32½	8½	12	54½					½	11½	12	63½					63
48	8½	11½	54					1	11½	12	63½					64
34½	9	12	57					1	12	12½	63½					65
50	8½	11½	54					1	11½	12	63½					66
49½	8½	11½	54					½	11½	11½	63					67
43	8½	11½	54					½	11½	11½	63	3	9	12½	57½	68
16	8½	11½	54					½	11½	11½	63					69
49½	8½	11½	54					½	11½	11½	63					70
25½	8½	11½	54					½	11½	11½	63					71
43	8½	11½	54					½	11½	11½	63	2	8½	11½	56	72
42½	8½	11½	54	8½	8	11½	51½	½	11½	11½	63					73
43	8½	11½	54	7½	8	11	51	½	11½	11½	63					74
41½	8½	11½	54	6½	8	11	51	½	11½	11½	63					75
43	8½	11½	54	6½	8	11	51	½	11½	11½	63					76
42	8½	11½	54	7½	8½		51	½	11½	11½	63					77

* Including 1 week's vacation with pay and 4 weeks after operation when she worked only a few hours a day but was paid regular wages.

† 4 whole weeks, Saturday and Sunday of 9 weeks.

* Including 1½ weeks' vacation with pay.

WORKING HOURS AND EARNINGS OF WOMEN EMPLOYED

TERRE HAUTE—Concluded.

Individual number.	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year.	Average weekly earnings.	Other employment.		Weeks of unemployment.
							Weeks.	Earnings.	
77	38	Single....	Fitter.....	9½	38½	\$12.10			13½
78	20	do.....	Saleswoman, general.....	7½	7	6.00			45
79	24	do.....	Saleswoman, toilet goods.....	3½	46	8.00			6
80	20	do.....	Alteration worker.....	3½	50	7.89			2
81	21	do.....	Saleswoman.....	7	1 47	5.74			5
82	18	do.....	Saleswoman, notions.....	4½	1 49½	4.00			2½
83	24	do.....	Saleswoman, corsets.....	10½	2 41	9.00			11
84	23	do.....	Saleswoman, hosiery.....	8	1 50	6.00			2
85	18	do.....	Saleswoman, leather goods.....	4½	1 36	3.72			16
86	28	do.....	Saleswoman, neckwear.....	5	1 49	5.43			3
87	27	do.....	Saleswoman, draperies.....	13	1 51	10.00			1
88	20	do.....	Saleswoman, jewelry.....	½	13	8.00	26	\$156.00	13
89	27	do.....	Bookkeeper.....	5½	50	11.80			2
90	20	do.....	Saleswoman, jewelry.....	1½	4	8.00	38	228.00	10
91	50	Divorced..	{ Millinery maker and general saleswoman.....	2	1 48	7.40			4
92	19	Single....	{ Millinery maker, saleswoman ribbons.....	2	1 49	5.00			3
93	37	do.....	Head fitter.....	10½	47½	(?)			4½
94	26	do.....	Saleswoman, laces.....	6½	1 51	7.40			1
95	33	do.....	Saleswoman, suits.....	6	1 51	9.87			1
96	23	do.....	Mail-order clerk.....	8	1 51	8.99			1
97	33	do.....	Bookkeeper.....	10	1 51	8.00			1
98	22	do.....	Saleswoman, muslin underwear.....	8	1 49	9.00			3
99	16	do.....	Stock girl.....	½	9	2.50			43
100	27	do.....	Saleswoman, gloves.....	13	1 50	9.56			2
101	20	do.....	Saleswoman, notions and patterns.....	4	39	7.37			13
102	24	do.....	Assistant manager, café.....	1½	1 46	4.49			6
103	18	do.....	Saleswoman, general.....	1½	32	6.00			20
104	15	do.....	Cash girl.....	1½	26	1.98			26

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1	27	Single....	Alteration worker.....	5	51	\$6.02			1
2	25	do.....	{ Department head, infant's wear.....	5½	1 52	4.84			
3	32	do.....	Trimmer, millinery.....	10	50	8.13			2
4	17	do.....	Saleswoman, jewelry.....	3	1 52	3.27			
5	36	Widowed..	Trimmer, millinery.....	12	1 51	10.00			1
6	23	Single....	Saleswoman, dry goods.....	3	39	5.00	13	\$78.00	
7	32	do.....	Bookkeeper and cashier.....	11	1 52	10.00			
8	40	do.....	Saleswoman, general.....	19	45	15.00			7
9	35	do.....	Saleswoman, millinery.....	7	1 52	7.00			

¹ Including 1 week's vacation with pay.

IN DEPARTMENT AND OTHER RETAIL STORES—Continued.

TERRE HAUTE—Concluded.

Regular working hours.								Working hours during overtime seasons.								Individual number.
Season of normal hours.				Season of shortened hours.				Before Christmas.				Other than before Christmas.				
Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Maximum hours per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Hrs. per wk.	
26	8½	11½	54	8½	8	11	51					2	11½	11½	63	77
6	8½	11	52½					1	11½	12	62½	2	8½	11½	60	78
42	8½	11½	52½	3½	7½	10½	49½	½	11½	11½	61½					79
38	8½	11½	52½	6½	7½	10½	49½	½	11½	11½	61½	5	8½	11½	57½	80
29	8½	11½	55	4½	7½	10½	49½	½	11½	11½	61½					81
13	8½	11½	52½					½	8½							82
41½	8½	11½	55	7½	8½	7½	52	½	11½	11½	61					83
36	8½	11½	55	4½	8½		52	½	11½	11½	61					84
43	8½	11½	55	6½	8½		52	½	11½	11½	61					85
30	8½	11½	55	5½	8½		52	½	11½	11½	61					86
37	8½	11½	55	6½	8½		52	½	11½	11½	61	2	8½	11½	60	87
43	8½	11½	55	7½	8½		52	½	11½	11½	61	3	8½	11½	57½	88
12½	8½	11½	55					½	11½	11½	61					89
34	9	12	57	15½	8½	11½	52½	½	9	12	61					90
3½	8½	11½	54	7½	8½		51	½	8½	11½	60½					91
40	8½	11½	54	7½	8½		51	½	11½	11½	60					92
41	8½	11½	54	7½	8½		51	½	11½	11½	60					93
35½	8½	11½	52½	4	7½	10½	49½	½	11½	11½	59½	8	10½	11	59½	94
43	8½	11½	53½	7½	8½		50	½	8½	11½	59½					95
43	8½	11½	53½	7½	8½		50	½	11½	11½	59½					96
39	8½	11½	55	7½	8½		52	½	8½	11½	59	1	8½	11½	57½	97
43	8½	11½	54	7½	8½		51	½	8½	11½	59	3	8½	11½	55½	98
41	8½	11½	54	7½	8½		51	½	8½	11½	58½					99
8	8½	11½	55½					1	8½	12½	58					100
37	8½	11½	53½	6½	8½		50	½	8½	11½	57½	6	8½	11½	55½	101
39	9	12	57													102
42	8	10	50	3½	8		48	½	8	10	53½					103
23½	8½	11½	54	8½	8	11	51									104
22½	8½	11½	54													104

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49½	9½	12½	60					1½	12½	13	77½					1
9	9½	12½	63					2	12½	13½	76½	1	9½	15	66	2
40	9½	13	64									{ 2	1½	13½	76	3
46½	10		60													4
41½	9½	12½	58½	9	9	12	57	1½	12½	12½	75½					5
48½	9	12	57					1½	12½	13	75	1	11	12	67	6
37½	9½	12½	60					1½	12½	12½	75					7
50½	9½	12½	60					1½	12½	12½	75					8
36½	8½	11½	55½	6	8½	4	47½	1½	12½	12½	74½	1	11½	11½	63	9
50½	9	12½	57½					1½	12½	12½	74					

* Including 2 weeks' vacation with pay.

* Not reported.

WORKING HOURS AND EARNINGS OF WOMEN EMPLOYED

EVANSVILLE—Continued.

Individual number.	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year.	Average weekly earnings.	Other employment.		Weeks of unemployment.
							Weeks.	Earnings.	
10	21	Single.....	Bookkeeper and cashier.....	6	48	\$9.72			4
11	26	do.....	Cashier.....	13	47	12.00			5
12	17	do.....	Saleswoman, lace.....	2	¹ 51	3.99			1
13	19	do.....	Saleswoman, lace and embroidery.	4	51	4.50			1
14	36	Widowed.	Department head, lace and embroidery.	9	49½	6.10			2½
15	27	Single.....	Saleswoman, cloaks and suits	10	49½	8.00			2½
16	17	do.....	Saleswoman, yardage goods.	¹ 1	51	4.00			1
17	29	do.....	Saleswoman, general.....	¹ 3	18½	6.00			33½
18	20	Separated.	Saleswoman, silver and leather goods.	3	² 43	4.00			9
49	30	Single.....	Saleswoman, general.....	³ 3	9	5.89			43
20	18	do.....	Saleswoman, ribbons.....	3½	² 52	4.05			2
21	23	do.....	Department head, toilet articles.	8	50	7.70			5
22	25	do.....	Cashier.....	11	47	(⁴)			2
23	(⁴)	do.....	Saleswoman, suit department.	8	50	(⁴)			2
24	(⁴)	do.....	Saleswoman, hosiery.....	25	⁶ 50	(⁴)			2
25	26	do.....	Saleswoman, cloaks and suits	12	46	12.00			6
26	41	do.....	do.....	16	42	12.00			10
27	31	do.....	do.....	7	47½	12.00			4½
28	27	do.....	Saleswoman, ready to wear.	13	51	10.00			1
29	30	do.....	Saleswoman, general.....	14½	51	10.00			1
30	22	do.....	Saleswoman, millinery.....	5	52	9.69			None.
31	22	Widowed.	Saleswoman, fancy waists...	6	13½	9.00			36½
32	28	Single.....	Saleswoman, dress goods and silks.	4½	17½	8.00			34½
33	28	do.....	Saleswomen, corsets.....	13	49	8.00			3
34	29	do.....	Saleswoman, coats, suits, and hats.	5	50	8.00			2
35	42	do.....	Saleswoman, dress goods...	8½	48½	7.50			3½
36	29	Widowed.	Saleswoman, gloves.....	9	50	7.00			2
37	39	Single.....	Saleswoman, art department	14½	14	7.00			38
38	27	do.....	Stock girl.....	6	50	7.00			2
39	22	do.....	Saleswoman, art department	8	51	6.93			1
40	23	do.....	Saleswoman, lace and jewelry	8	51	6.00			1
41	20	do.....	Saleswoman, waists.....	4	48	6.00			4
42	25	do.....	Saleswoman, suits and waists.	¹ 3	17	6.00			35
43	20	do.....	Saleswoman, silks and notions.	6	49	6.00			3
44	24	do.....	Saleswoman, neckwear and jewelry.	6	49	6.00			3
45	23	do.....	Saleswoman, general.....	8½	52	5.94			37
46	32	Married...	Saleswoman, waists.....	8	15	5.07			1
47	30	Single.....	Saleswoman, general.....	1	51	5.00			3
48	17	do.....	Saleswoman, underwear.....	5	49	5.00			36
49	22	do.....	Saleswoman, drugs.....	¹ ½	16	5.00			3
50	33	do.....	Saleswoman, patterns.....	5	52	4.95			2
51	20	do.....	Saleswoman, underwear.....	2	50	4.55			2
52	28	do.....	Saleswoman, hosiery.....	5½	50	4.53			1
53	22	do.....	Saleswoman, men's furnishings.	6	51	4.50			1

¹ Including 1 week's vacation and 1 week's illness with pay.² Including 1 week's vacation with pay.³ Including 2 weeks' vacation with pay.

IN DEPARTMENT AND OTHER RETAIL STORES—Continued.

EVANSVILLE—Continued.

Regular working hours.								Working hours during overtime seasons.								Individual number.	
Season of normal hours.				Season of shortened hours.				Before Christmas.				Other than before Christmas.					
Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximal day.	Maximum hours per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximal day.	Hrs. per wk.		
{ 30½ 11 4½	9 9 9	13½ 12½ 13	58½ 57½ 58	{				2	12½	12½	74					10	
39½	9½	12½	60		5	9½	{ 4½ 12½ }	55	1½	12½	12½	73½	1	9½	12½	62½	11
48	9	12	57						2	12½	12½	73½	1	12	12	72	12
49	9	12	57						2	12	12½	73½					13
48	9	12	57						1½	12½	12½	73½					14
47½	9	12½	57½						2	12½	12½	73½					15
49	9	12	57						2	12	12½	73½					16
17	9	12½	57½						1½	12½	12½	73½					17
{ 32 9 8 49½ 44½	9 9 9 12½ 9½	12½ 12 12½ 12½ 12½	57½ 57 57½ 57½ 58½	{					2	12½	12½	73½					18
									1	12	12½	72½					19
									1½	12	12½	72½	1	9	12½	60½	20
									1½	12½	12½	72½	4	9½	12½	61½	21
45½	9	12	57						1½	12	12	72					22
41½	9	12	57		7	9		54	1½	12	12	72					23
48½	9	12	57						1½	12	12	72					24
35½	9	12	57						1½	12	12	72	{ 8 1	9 9	12½ 12½	57½ 60½	25
40½	9	12	57						1½	12	12	72					26
46	9	12	57						1½	12	12	72					27
49½	9	12	57						1½	12	12	72					28
49½	9	12½	57½						1½	12	12	72					29
47½	9	12	57						1½	12	12	72	3	{ 9 12 }	12	63	30
12	9	12	57						1½	12	12	72					31
16	9	12	57						1½	12	12	72					32
47	9	12	57						2	12	12	72					33
48½	9	12	57						1½	12	12	72					34
47	9	12	57						1½	12	12	72					35
48	9	12	57						2	12	12	72					36
12½	9	12	57						1½	12	12	72					37
48½	9		54						1½	12	12	72					38
40½	9	12	57		8	9	{ 4 12 }	52	1½	12	12	72	1	9	11½	62½	39
48½	9	12	57						1½	12	12	72	1	9	12	63	40
46½	9	12	57						1½	12	12	72					41
15½	9	12	57						1½	12	12	72					42
45½	9	12	57						1½	12	12	72	2	9	12	60	43
47½	9	12	57						1½	12	12	72					44
50½	9	12	57						1½	12	12	72					45
13½	9	12	57						1½	12	12	72					46
50	9	12	57						1	12	12	72					47
47½	9	12	57						1½	12	12	72					48
14½	9	12	57						1½	12	12	72					49
41½	9	12	57		9	9	{ 5 12 }	53	1½	12	12	72					50
48½	9	12	57						1½	12	12	72					51
46½	9	12	57						1½	12	12	72	2	9	12	60	52
49½	9	12	57						1½	12	12	72					53

* Not reported.

* Including 3 weeks' vacation with pay.

WORKING HOURS AND EARNINGS OF WOMEN EMPLOYED

EVANSVILLE—Continued.

Individual number.	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year.	Average weekly earnings.	Other employment.		Weeks of unemployment.
							Weeks.	Earnings.	
54	17	Single	Saleswoman, jewelry	1	25 $\frac{1}{2}$	\$4.33			26 $\frac{1}{2}$
55	22	do.	Saleswoman, hardware	1	44	4.25			8
56	26	do.	Saleswoman, embroidery	5	17	4.24	16	\$42.00	19
57	25	do.	Saleswoman, candy	5	49	4.00			3
58	16	do.	Saleswoman, prints	1 $\frac{1}{2}$	22	4.00	13	52.00	17
59	20	do.	Saleswoman	4	50	4.00			2
60	16	do.	Saleswoman, hardware	1	13	3.94			39
61	17	do.	Saleswoman	1	50	3.87			2
62	23	do.	Saleswoman, candy	3	150	3.75			2
63	40	Widowed	Saleswoman, tinware	1 $\frac{1}{2}$	4 $\frac{1}{2}$	3.75	19	73.75	28 $\frac{1}{2}$
64	17	Single	Saleswoman, neckwear	2	45	3.70			7
65	17	do.	Saleswoman, hardware	1 $\frac{1}{2}$	50	3.68			2
66	18	do.	Saleswoman, notions	2 $\frac{1}{2}$	51 $\frac{1}{2}$	3.57			1
67	17	do.	Saleswoman	1 $\frac{1}{2}$	49	3.50			3
68	17	do.	Saleswoman, hosiery	1 $\frac{1}{2}$	51	3.29			1
69	27	Married	Fitter	11	26	10.00			26
70	22	Single	Trimmer and maker, millinery	6	50	5.19			2
71	19	do.	Millinery maker	6	50	5.10			2
72	20	do.	Wrapper	2	49	4.00			3
73	23	do.	Stenographer	5	49	10.00			3
74	25	do.	do.	4	49	9.45			3
75	24	do.	Assistant cashier	9	50 $\frac{1}{2}$	6.93			1 $\frac{1}{2}$
76	20	do.	Assistant bookkeeper	5	50	6.00			2
77	21	do.	Cashier	7	50	5.26			2
78	18	do.	do.	1 $\frac{1}{2}$	16	4.00	34	136.00	2
79	33	do.	Saleswoman, dress goods	12	47 $\frac{1}{2}$	12.00			4 $\frac{1}{2}$
80	16	do.	Cashier	2	50	3.00			2
81	40	do.	Buyer and saleswoman, lace and embroidery	18	48	16.08			4
82	16	do.	Wrapper and saleswoman, linens	1 $\frac{1}{2}$	23	3.41			29
83	22	do.	Saleswoman, general	2 $\frac{1}{2}$	49	5.00			3
84	26	do.	Saleswoman	3	52	5.02			1
85	25	do.	Saleswoman, general	8 $\frac{1}{2}$	51	6.50			1
86	21	Married	Saleswoman, skirts	1	38	6.54			13
87	26	Single	Saleswoman, general	10	50	7.92			2
88	25	do.	Saleswoman, cloaks	10 $\frac{1}{2}$	48	10.00			4
89	39	do.	Head saleswoman, gloves	12	47	13.89			5
90	28	do.	Bookkeeper and cashier	10	42	10.00			10
91	15	do.	Cash girl	1	13	1.92			39
92	24	do.	Saleswoman, general	6 $\frac{1}{2}$	50	6.00			2
93	24	do.	do.	5 $\frac{1}{2}$	50	6.00			2
94	16	do.	Saleswoman, ladies' department	1 $\frac{1}{2}$	51	2.66			1
95	17	do.	Saleswoman, woodenware	1 $\frac{1}{2}$	4 $\frac{1}{2}$	3.61	7	24.50	40 $\frac{1}{2}$
96	18	do.	Saleswoman, toilet articles	1 $\frac{1}{2}$	35 $\frac{1}{2}$	3.94	9	36.00	3 $\frac{1}{2}$
97	23	do.	Saleswoman, waists	5	49 $\frac{1}{2}$	6.93			2 $\frac{1}{2}$
98	26	do.	Saleswoman, skirts	5	47	10.00			2
99	28	do.	Saleswoman, general	7	50	8.00			3
100	14	do.	Cash girl	10 $\frac{1}{2}$	18 $\frac{1}{2}$	2.25			2
101	15	do.	Cash girl and millinery apprentice	1	35 $\frac{1}{2}$	2.00			32 $\frac{1}{2}$
102	28	do.	Head saleswoman notion department	10	451	6.59			16 $\frac{1}{2}$

¹ Including 1 week's vacation with pay.² Including 1 week's vacation with pay.

IN DEPARTMENT AND OTHER RETAIL STORES—Continued.

EVANSVILLE—Continued.

Regular working hours.								Working hours during overtime seasons.								Individual number.
Season of normal hours.				Season of shortened hours.				Before Christmas.				Other than before Christmas.				
Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Maximum hours per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Hrs. per wk.	
24	9	12	57					1½	12	12	72					54
42½	9	12	57					1½	12	12	72					55
15½	9	12	57					1½	12	12	72					56
47½	9	12	57					1½	12	12	72					57
15½	9	12	57	5	9	{ 5 12 }	53	1½	12	12	72					58
48½	9	12	57					1½	12	12	72					59
11½	9	12	57					1½	12	12	72					60
48½	9	12	57					1½	12	12	72					61
48½	9	12	57					1½	12	12	72					62
3	9	12	57					1½	12	12	72					63
{ 15½	9	12	57					1½	12	12	72					64
22	9	12	57	6	9	{ 12 5 }	53	1½	12	12	72					65
49	9	12	57					1	12	12	72					66
50	9	12	57					1½	12	12	72					67
47½	9	12	57					1½	12	12	72					68
49½	9	12	57					1½	12	12	72					69
25	9	12	57					1	12	12	72					70
42½	9	12	57					1½	12	12	72	6	12	12	69	71
44½	9	12	57					1½	12	12	72	4	12	12	69	72
47½	9	12	57					1½	12	12	72					73
38½	9	12	57	9	9	{ 12 5 }	53	1½	12	12	72	{ 6 3 }	9	12	59	74
47½	9	12	57					1½	12	12	72					75
49	9	12½	57½					1½	12	12	72					76
29½	9	12	57	7	9	{ 12 4 }	52	1½	12	12	72	{ 6 6 }	{ 9 12 9 }	12	{ 63 60 }	77
48½	9	12	57					1½	12	12	72					78
6½	9	12	57					1½	12	12	72	8	9½	12	58½	79
39½	9	12	57	6	9	4	49	2	12	12	72					80
48½	9	12	57					1½	11½	13	72					81
41½	8½	11½	55½	5	8½	4	47½	1½	11½	12½	71½					82
12½	9	12	57	9	9	{ 12 4 }	52	1½	11½	12	71					83
47½	9	12	57					1½	11½	12	70½					84
41½	9	12	57	7	8½	11½	54	1½	11½	12	70½					85
49½	9	12	57					1½	11½	12	70½					86
34½	9	12	57	2	9	.....	49	1½	11½	12	70½					87
48½	9	12½	57½					1½	{ 11 12 }	12½	70½					88
46½	9	12	57					1½	11½	12	70½					89
40½	8½	11½	55½	5	8½	4	47½	1½	11½	11½	70½					90
40½	8½	11½	55½					1½	11½	11½	70½					91
11½	8½	11½	54					1½	11½	11½	70½					92
49	9	12	57					1	11½	12½	70½					93
45½	9	12	57	3	9	3½	48½	1½	11	12	70					94
49½	9	12	57					1½	11½	12½	70					95
3	9	12	57					1½	12	12	69					96
{ 34	9	12	57					1½	12	12	69					97
47½	9	12	57					1	12	12	69	1	9	12	60	98
45	9	12	57					1	12	12	69	1	9	12	60	99
41½	8½	11½	55½	7	8½	4	47½	1½	11½	11½	69					100
17	8½	11½	54					1½	11½	11½	69					101
34	8½	11½	54					1½	11½	11½	69					102
{ 36	9	12½	57½					1½	10½	11½	68½					103
13½	8½	11½	55½													

* Including 2 weeks' vacation with pay.

* Including 1 week's vacation and 2 weeks' absence in scattered days with pay.

WORKING HOURS AND EARNINGS OF WOMEN EMPLOYED

EVANSVILLE—Concluded.

Individual number.	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year.	Average weekly earnings.	Other employment.		Weeks of unemployment.
							Weeks.	Earnings.	
103	61	Widowed	Saleswoman gloves and undershirts.	36	50	\$20.00	.....	.....	2
104	17	Single	Alteration worker.	1½	46	3.96	.....	.....	6
105	17	do	Saleswoman, candy and ice cream.	(1)	19	5.00	(1)	(1)	33
106	49	do	Saleswoman, general.	8½	50	6.00	.....	.....	2
107	19	do	Cashier.	2½	52	7.02	.....	.....	.....
108	17	do	Saleswoman, neckwear.	1½	52	3.88	.....	.....	.....
109	31	do	Saleswoman, ice cream, candy, etc.	8	13	5.00	.....	.....	39
110	18	do	Saleswoman, millinery.	2	51	6.67	.....	.....	1
111	17	do	Saleswoman, patterns.	2	50½	3.48	.....	.....	1½
112	47	do	Saleswoman, general.	16	16	5.00	24	\$83.00	12
113	36	do	Department head, alteration.	11½	51½	12.06	.....	.....	12½
114	16	do	Saleswoman.	½	26	3.83	.....	.....	26
115	19	do	do.	1½	30	4.07	4	20.00	18
116	36	do	Alteration worker.	15	52	7.14	.....	.....	.....
117	30	do	Fitter.	14	47½	11.88	.....	.....	4½
118	45	do	Tailoress.	18	51	7.14	.....	.....	1
119	39	do	Alteration worker.	15	43	8.00	.....	.....	9
120	21	do	do.	8	52	6.35	.....	.....	.....
121	35	do	Saleswoman, notions.	14	50	8.91	.....	.....	2
122	24	do	Alteration worker.	5	44	5.00	.....	.....	8
123	45	Separated.	do.	25	48	6.04	.....	18.50	4
124	17	Single	Apprentice, millinery.	½	22	2.50	.....	.....	30
125	21	do	Bundle wrapper.	1½	26	3.50	.....	.....	2
126	18	do	Saleswoman.	3	26½	3.50	.....	.....	25½
127	20	Married	Saleswoman, lace, etc.	3	16	3.88	.....	.....	36
128	17	Single	Saleswoman, prints and linens.	1½	40	4.18	.....	.....	12
129	15	do	Saleswoman, ladies' department.	1	50	2.48	.....	.....	2

FORT WAYNE.

1	35	Single	Saleswoman, general.	8½	49	\$11.00	.....	.....	3
2	30	do	Saleswoman, groceries.	5	45	6.36	.....	.....	7
3	30	do	Saleswoman, cloaks and dresses.	7	49½	15.01	.....	.....	2½
4	16	do	Saleswoman, notions.	½	3	5.40	.....	.....	49
5	17	do	Saleswoman, candy and jewelry.	2	26	4.25	.....	.....	26
6	22	do	Saleswoman, fancy work.	4	3	4.83	.....	.....	49
7	15	do	Saleswoman, notions and toys.	½	28	4.45	2	\$10.00	22
8	44	do	Saleswoman, hosiery.	21	49	8.38	.....	.....	3
9	35	Widowed	do.	6	49	8.00	.....	.....	3
10	31	Single	Saleswoman, general.	8	50	8.00	.....	.....	2
11	17½	do	Saleswoman, fancy work and handkerchiefs.	½	4	5.38	.....	.....	48
12	23	do	Saleswoman, stationery.	½	15½	5.80	.....	.....	36½

1 Not reported.

2 Including 1 week's vacation with pay.

IN DEPARTMENT AND OTHER RETAIL STORES—Continued.

EVANSVILLE—Concluded.

Regular working hours.								Working hours during overtime seasons.								Individual number.
Season of normal hours.				Season of shortened hours.				Before Christmas.				Other than before Christmas.				
Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Maximum hours per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Hrs. per wk.	
48½	9	12	57	.....	.....	.....	.....	1½	11	12	68½	.....	.....	.....	103
44½	9	12	57	.....	.....	.....	.....	1½	11½	12	68½	.....	.....	.....	104
18	{ 6½ 12½ }	{ 4½ 8½ }	62½	.....	.....	.....	.....	1	12½	12½	68	.....	.....	.....	105
48½	9	{ 6 12 }	54	.....	.....	.....	.....	1½	11	12	68	.....	.....	.....	106
51	8½	11½	54	.....	.....	.....	.....	1½	11½	11½	68	.....	.....	.....	107
51	8½	11½	54	.....	.....	.....	.....	1	11½	11½	67½	.....	.....	.....	108
13	10½	13	67	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	109
45½	9	12	57	.....	.....	.....	.....	1½	11	12	67	4	9½	12½	59
49	9½	12½	57½	.....	.....	.....	.....	1½	12½	12½	67	.....	.....	.....	110
15½	9	12	57	.....	.....	.....	.....	½	12	12	66	.....	.....	.....	111
35	9	11	56	12	9	.....	54	1½	12	12	66	3	9	12	60
24½	9	12	57	.....	.....	.....	.....	1½	12	12	66	.....	.....	.....	112
28½	9	12	57	.....	.....	.....	.....	1½	12	12	66	.....	.....	.....	113
44	9½	.....	57	.....	.....	.....	.....	.....	.....	.....	60	.....	.....	.....	114
35	9	12	57	5	9	{ 5 12 }	53	1½	11	12	63	8	{ 9½ 12 }	12	64½	
44	9½	.....	57	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	115
41½	8½	10½	54½	.....	.....	.....	.....	.....	.....	.....	63	6	9	12	59
39½	9	.....	54	.....	.....	.....	.....	1½	10½	10½	63	7	9½	11½	63
40½	8½	11½	54	7	8½	4	46½	1½	{ 9 11 }	11	60	12	{ 9 11 }	11	60	
44	9	10½	55½	.....	.....	.....	.....	1½	8½	11½	59½	1	8½	11½	59
44	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	120
22	9½	.....	57	.....	.....	.....	.....	.....	.....	.....	.....	4	9	11½	57½
23½	9	12	57	2½	9	{ 4 12 }	52	.....	.....	.....	.....	.....	.....	.....	121
26	9	12	57	.....	.....	.....	.....	½	12	12	48	.....	.....	.....	122
16	9	12	57	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	123
40	9	12	57	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	124
50	9	.....	54	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	125

FORT WAYNE.

24½	8½	11½	55½	8	8½	.....	52½	1½	13	13	78	{ 1 2 12 }	8½ 8½ 10½	11½ 11½ 11½	59½ 57½ 61½	1
37	8½	11½	55½	.....	.....	.....	.....	1½	12½	12½	75	.....	.....	.....	.....	2
6½	9	12	57	8	9	.....	54	1½	12	12½	72½	.....	.....	.....	.....	3
40	9	12	57	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	4
1½	9	12	57	.....	.....	.....	.....	1½	12	12	72	.....	.....	.....	.....	5
24½	9	12	57	.....	.....	.....	.....	1½	12	12	72	.....	.....	.....	.....	6
1½	9	12	57	.....	.....	.....	.....	1½	12	12	72	.....	.....	.....	.....	7
17½	9	12	57	9	9	.....	54	1½	12	12	72	.....	.....	.....	.....	8
38½	9	12	57	9	9	.....	54	1½	12	12	72	.....	.....	.....	.....	9
39	8½	11½	54	7	8½	.....	51	{ 1½ 1½ 1½ }	12 9 12	12 12 57	72 57 71	.....	.....	.....	.....	10
41½	8½	11½	55½	6	8½	.....	52½	1½	11½	12½	71	1	11½	11½	63	11
1½	8½	11½	55½	.....	.....	.....	.....	1½	11½	12	71	.....	8½	11½	58	12
14	8½	12	55½	.....	.....	.....	.....	1½	12	12	70½	.....	.....	.....	.....	12

* Including 1 week's vacation and 17 scattered days' absence with pay.

* Includes one-half week on account of sickness, with pay.

WORKING HOURS AND EARNINGS OF WOMEN EMPLOYED

FORT WAYNE—Concluded.

Individual number.	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year.	Average weekly earnings.	Other employment.		Weeks of unemployment.
							Weeks.	Earnings.	
13	28	Single.....	Saleswoman, notions.....	12	50	\$8.00			2
14	38	Married....	Saleswoman, knit underwear	4 ¹ / ₂	50 ¹ / ₂	6.62			1 ¹ / ₂
15	24	Single.....	Saleswoman, laces.....	3	34	6.15			18
16	42	Widowed....	Saleswoman, cloaks and suits	10	50	12.93			2
17	24	Single.....	Saleswoman, toys.....	4 ¹ / ₂	27	3.98	1		24
18	40	Widowed....	Saleswoman, ready to wear.	12	52	10.12			2
19	41	Single.....	Saleswoman, lace and trimmings.	4	50	10.00			2
20	39	do.....	Saleswoman, china.....	21	51	7.00			1
21	16	do.....	Saleswoman, music.....	1 ¹ / ₂	51	7.13			1
22	25	do.....	Saleswoman, embroidery....	3	50	5.57			2
23	36	Married....	Saleswoman and buyer, ready to wear.	4	51	12.00			1
24	21	Single.....	Saleswoman, china.....	5	52	7.00			2
25	23	Widowed....	Saleswoman, jewelry.....	6	50	10.00			2
26	46	Single.....	Saleswoman, cloaks and suits.	11	50	12.00			2
27	22	do.....	Saleswoman, dresses.....	3	49	12.24			3
28	38	do.....	Saleswoman, china.....	4 ¹ / ₂	22	14.00	21	\$294.00	9
29	21	do.....	Saleswoman, jewelry.....	1 ¹ / ₂	50	6.92			2
30	28	do.....	Saleswoman, art department	1	50	6.00			2
31	22	do.....	Saleswoman, furs and waists.	1	50	7.00			2
32	42	Married....	Saleswoman, ready to wear..	1 ¹ / ₂	21	12.14			31
33	26	Widowed....	Saleswoman, hardware.....	4 ¹ / ₂	22	4.00	21	147.00	8
34	30	Single.....	Saleswoman, hair department.	2	52	12.00			1
35	28	do.....	Saleswoman, suits.....	10	48	13.29			4
36	23	do.....	Saleswoman, house dresses..	3	50	7.52			2
37	28	do.....	Saleswoman, suits.....	6 ¹ / ₂	52	11.55			2
38	26	do.....	Saleswoman, hosiery.....	9	40 ¹ / ₂	8.14			11 ¹ / ₂
39	33	do.....	Bookkeeper.....	16	51	14.00			1
40	16 ¹ / ₂	do.....	Saleswoman, general.....	2 ¹ / ₂	48	4.65			4
41	27	do.....	Stenographer.....	10	50	11.00			2
42	19	do.....	Saleswoman, shirtwaists....	1 ¹ / ₂	50	6.00			2
43	22	do.....	Saleswoman, knit underwear	7	30	8.00			22
44	25	do.....	Saleswoman, glove fitter....	6	52	11.02			2
45	38	do.....	Saleswoman, dress goods....	13	22	7.55	11	75.00	17
46	24	do.....	Head saleswoman, lace department.	5	52	12.00			2
47	35	do.....	Alteration worker.....	9	50	10.00			7
48	23	do.....	Saleswoman, men's furnishings.	4 ¹ / ₂	8	6.00	37	370.00	7
49	28	do.....	Saleswoman, underwear.....	3	11	5.00	35	350.00	6
50	40	do.....	Saleswoman, corsets.....	22	51	9.00			1
51	18	do.....	Saleswoman, ready to wear..	11	41	5.25	1	4.50	3
52	32	do.....	Saleswoman, silks.....	15	50	8.84			7
53	34	Widowed....	Saleswoman, cloaks, suits, and china.	6	26	10.15			26
54	31	Married....	Saleswoman, ready to wear..	5	21	10.00			31
55	22	Divorced..	Saleswoman, toys.....	2	21	4.27			31
56	31	Widowed....	Tailoress.....	8	37	15.80			1
57	25	Single.....	Trimmer, millinery.....	10	28 ¹ / ₂	15.00			14
58	16	do.....	Saleswoman, general.....	1 ¹ / ₂	7	5.00			23 ¹ / ₂
									45

¹ Including 1 week's vacation with pay.² Including ¹/₂ week's absence with pay.

IN DEPARTMENT AND OTHER RETAIL STORES—Continued.

FORT WAYNE—Concluded.

Regular working hours.								Working hours during overtime seasons.								Individual number.
Season of normal hours.				Season of shortened hours.				Before Christmas.				Other than before Christmas.				
Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Maximum hours per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Hrs. per wk.	
39½	8½	11½	55½	7	8½	.....	52½	1½	11½	12	70½	2	10½	10½	63½	13
39	8½	11½	55½	9	8½	.....	52½	1½	11½	11½	70½	1	8½	11½	58½	14
18½	8½	11½	55½	.....	.....	.....	.....	1½	11½	11½	70½	.....	.....	.....	.....	15
39½	8½	11½	55½	9	8½	.....	52½	1½	11½	11½	70½	.....	.....	.....	.....	16
21½	8½	11½	55½	4	8½	.....	52½	1½	11½	11½	70½	.....	.....	.....	.....	17
41½	8½	11½	55½	19	8½	10½	54½	1½	11½	11½	70½	.....	.....	.....	.....	18
39½	8½	11½	55½	8	8½	.....	52½	1½	11½	11½	70½	1	8½	11½	58½	19
39½	8½	11½	55½	9	8½	.....	52½	1½	11½	11½	70½	1	8½	11½	58½	20
49½	8½	11½	55½	.....	.....	.....	.....	1½	11½	11½	70½	.....	.....	.....	.....	21
15	8½	11½	55½	6	8½	.....	52½	1½	11½	11½	69	.....	.....	.....	.....	22
27½	8½	11½	55½	.....	.....	.....	.....	1½	11½	11½	69	.....	.....	.....	.....	23
49½	8½	11½	55½	.....	.....	.....	.....	1½	11½	11½	69	.....	.....	.....	.....	24
41½	8½	11½	55½	9	8½	.....	52½	1½	11½	11½	69	.....	.....	.....	.....	25
42	8½	11½	55½	7	8½	.....	52½	1	11½	11½	69	.....	.....	.....	.....	26
42½	8½	11½	54	6	8½	.....	51	1½	11½	11½	69	.....	.....	.....	.....	27
33½	8½	11½	55½	6	8½	.....	52½	1½	11½	11½	69	8	8½	12	56½	28
16½	8½	11½	55½	4	8½	.....	52½	1½	11½	11½	69	.....	.....	.....	.....	29
39½	8½	11½	55½	9	8½	.....	52½	1½	11½	11½	69	.....	.....	.....	.....	30
39½	8½	11½	55½	9	8½	.....	52½	1½	11½	11½	69	.....	.....	.....	.....	31
41½	8½	11½	55½	7	8½	.....	52½	1½	11½	11½	69	.....	.....	.....	.....	32
38	8½	11½	55½	9	8½	.....	52½	1½	12	12	68½	.....	.....	.....	.....	33
2½	8½	11½	54½	.....	.....	.....	.....	1½	11½	11½	68½	.....	.....	.....	.....	34
16½	8½	11½	55½	4	8½	.....	52½	1½	11½	11½	68½	.....	.....	.....	.....	35
43	8½	11½	54½	18	8½	.....	52	1	11½	11½	68	.....	.....	.....	.....	36
31	11	12	67	.....	.....	.....	.....	1½	11½	11½	68	.....	.....	.....	.....	37
15½	8½	11½	55½	7	8½	.....	52½	1	11½	11½	67½	.....	.....	.....	.....	38
42	8½	11½	55½	19	8½	.....	52½	1	11½	11½	67	.....	.....	.....	.....	39
42	8½	11½	55½	2	8½	.....	52½	1½	11½	11½	66½	.....	.....	.....	.....	40
37	8½	11½	55	18	8½	.....	51	1½	11	11½	66½	1	8½	11	58½	41
40½	8½	11	53½	.....	.....	.....	.....	1½	11	11½	66½	.....	.....	.....	.....	42
17	8½	11½	55½	7	8½	4½	47	1½	11	11½	66½	.....	.....	.....	.....	43
22½	8½	11½	54	.....	.....	.....	.....	1½	11½	11½	66½	.....	.....	.....	.....	44
39½	8½	11½	55½	9	8½	.....	52½	1½	11½	11½	66½	.....	.....	.....	.....	45
41½	8½	11½	55½	7	8½	.....	52½	1½	11½	11½	66½	.....	.....	.....	.....	46
19½	8½	11½	55½	9	8½	.....	52½	1½	11½	11½	66½	.....	.....	.....	.....	47
42½	8½	11½	55½	8	8½	.....	52½	1½	11½	11½	66½	.....	.....	.....	.....	48
14	8½	11½	55½	6½	8½	.....	52½	1½	11½	11½	65½	.....	.....	.....	.....	49
41½	8½	11½	55½	9	8½	.....	52½	1½	10½	11½	65½	.....	.....	.....	.....	50
37½	8½	11½	55½	18	8½	.....	52½	1½	11	11½	64½	3	8½	11½	60	51
6½	8½	11½	55½	.....	.....	.....	.....	1½	11½	11½	64½	.....	.....	.....	.....	52
9½	8½	11½	55½	.....	.....	.....	.....	1½	8½	11½	64½	.....	.....	.....	.....	53
40½	8½	11½	55½	9	8½	.....	52½	1½	10½	11½	64	.....	.....	.....	.....	54
23	8½	11½	55½	7½	8½	.....	52½	1	11½	11½	63½	.....	.....	.....	.....	55
9½	8½	11½	55½	9	8½	.....	51	1½	11½	11½	62½	1	11½	11½	63	56
38½	8½	11½	54	.....	.....	.....	.....	1	10½	11½	61½	.....	.....	.....	.....	57
25	8½	11½	55½	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	58
6	8½	11½	54	.....	.....	.....	.....	1	8½	11½	60	1	5	8	34½	59
13	5	8	33	4	9	.....	54	.....	.....	.....	.....	4	9	12	57½	60
13	9	12	57	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	61
35	9	9	54	.....	.....	.....	.....	2	9	11	56	.....	.....	.....	.....	62
28½	8½	11½	55½	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	63
7	8½	.....	51	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	64

* Including 1 week's vacation with pay and 2 weeks' absence because of illness with pay.

WORKING HOURS AND EARNINGS OF WOMEN EMPLOYED

SOUTH BEND.

Individual number.	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year.	Average weekly earnings.	Other employment.		Weeks of unemployment.
							Weeks.	Earnings.	
1	25	Single.....	Cashier.....	6½	46	\$12.00	.....	.....	6
2	21	...do.....	Cashier and bookkeeper.....	3	52	15.00	.....	.....	.....
3	21	...do.....	{Saleswoman, dry goods, hosiery, underwear, neckwear.	5	1 48½	5.90	.....	.....	3½
4	17	...do.....	Saleswoman, candy.....	1½	22	4.98	27	\$237.50	3
5	16	...do.....	Wrapper.....	2½	47	3.97	.....	.....	5
6	21	Divorced..	Saleswoman, music.....	½	24	7.50	28	196.00	.....
7	38	Single.....	{Saleswoman and trimmer, millinery.	7	2 51	10.00	.....	.....	1
8	21	...do.....	Alteration worker.....	4	50	6.44	.....	.....	2
9	30	...do.....	Saleswoman, knit underwear and hosiery.	5	2 50½	7.92	.....	.....	1½
10	17	...do.....	Saleswoman, lace, ribbons, etc.	1½	51	5.26	.....	.....	1
11	19	...do.....	{Saleswoman, granite ware and stationery.	2½	45	4.23	.....	.....	7
12	18	...do.....	Telephone operator.....	½	17½	5.00	.....	.....	34½
13	25	...do.....	Cashier and bookkeeper.....	10	2 52	12.35	.....	.....	.....
14	19	...do.....	{Saleswoman, notions, drugs, etc.	1½	4 45½	5.09	.....	.....	6½
15	19	...do.....	Saleswoman, ribbons.....	4½	48½	6.33	.....	.....	3½
16	30	Widowed.	Alteration worker.....	4	48½	9.00	.....	.....	3½
17	16	Single.....	{Saleswoman, men's furnishings.	1½	21½	4.00	.....	.....	30½
18	22	...do.....	Alteration worker.....	3	50	10.00	.....	.....	2
19	44	...do.....	Saleswoman, dress goods.....	15	2 51	12.00	.....	.....	1
20	24	...do.....	Clerical.....	8	2 49	9.00	.....	.....	3
21	22	...do.....	Saleswoman, furs.....	5½	50	11.32	.....	.....	2
22	22	...do.....	Saleswoman, notions.....	3	50	4.29	.....	.....	2

¹ Including 2 weeks' vacation with pay.

² Including 1 week's vacation with pay.

³ Including 2 weeks' vacation and 1 week's absence for illness with pay.

IN DEPARTMENT AND OTHER RETAIL STORES—Continued.

SOUTH BEND.

Regular working hours.								Working hours during overtime seasons.								Individual number.
Season of normal hours.				Season of shortened hours.				Before Christmas.				Other than before Christmas.				
Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Maximum hours per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Hrs. per wk.	
18	9 1/2	11 1/2	60					1 1/2	12	12 1/2	72 1/2				1	
26 1/2	9	9 1/2	57 1/2													
18	8 1/2	11 1/2	58 1/2					1	12	12 1/2	72 1/2				2	
33	8 1/2	11 1/2	55 1/2													
18	8 1/2	11 1/2	57 1/2	19	8 1/2	11 1/2	55 1/2	2	12	12 1/2	72 1/2				3	
19 1/2	8 1/2	11 1/2	55 1/2					2	12	12	72				4	
20	8 1/2	11 1/2	55 1/2					1	12	12	71 1/2				5	
42	8 1/2	11 1/2	55	4	8 1/2	4 1/2	48 1/2	2 1/2	11 1/2	12	70 1/2				6	
21 1/2	8 1/2	12	55 1/2									1 1/2	11 1/2	12	70 1/2	
26	8 1/2	11 1/2	57 1/2									1 1/2	11 1/2	11 1/2	70	
21	8 1/2	11 1/2	55 1/2												7	
18	8 1/2	11 1/2	57 1/2					2 1/2	11 1/2	11 1/2	69				8	
29 1/2	8 1/2	11 1/2	55 1/2													
19	8 1/2	11 1/2	58					2 1/2	11 1/2	11 1/2	69				9	
29	8 1/2	11 1/2	55 1/2													
14	9	12	59 1/2					2	11 1/2	12 1/2	68 1/2				10	
35	9	12	57													
11	8 1/2	11 1/2	58					2 1/2	9 1/2	11 1/2	67 1/2				11	
4	8 1/2	11 1/2	57 1/2													
27 1/2	8 1/2	11 1/2	55 1/2					2 1/2	11 1/2	11 1/2	67 1/2				12	
15	8 1/2	11 1/2	55 1/2					2 1/2	9 1/2	11 1/2	67				13	
19	8 1/2	11 1/2	58					2 1/2	11	11 1/2	66 1/2				14	
30 1/2	8 1/2	11 1/2	55 1/2					2 1/2	9 1/2	11 1/2	67	1	8 1/2	11 1/2	57	
16	8 1/2	11 1/2	58					2 1/2	11	11 1/2	66 1/2				15	
26	8 1/2	11 1/2	55 1/2													
27 1/2	8 1/2	11 1/2	55 1/2					1 1/2	11	11 1/2	66 1/2				16	
18 1/2	8 1/2	11 1/2	57 1/2					2 1/2	11 1/2	11 1/2	65 1/2				17	
37	8 1/2	11 1/2	55 1/2					1 1/2	11	11 1/2	66 1/2				18	
10	8 1/2	11 1/2	57 1/2					2 1/2	11 1/2	11 1/2	65 1/2				19	
4	9	12	57					2 1/2	11 1/2	12	66 1/2				20	
15	10	9	60					2 1/2	11 1/2	11 1/2	65 1/2				21	
19	8 1/2	11 1/2	57					2 1/2	11	11	66				22	
28 1/2	8 1/2	11 1/2	54 1/2					2 1/2	10 1/2	11 1/2	65 1/2					
29 1/2	8 1/2	11 1/2	55 1/2					2 1/2	10 1/2	11 1/2	65 1/2					
19	8 1/2	11 1/2	57 1/2					2 1/2	11 1/2	11 1/2	65 1/2					
27 1/2	8 1/2	11 1/2	55 1/2					2 1/2	11 1/2	11 1/2	65 1/2					
19	8 1/2	11 1/2	57 1/2					2 1/2	11 1/2	11 1/2	65 1/2					
30 1/2	9	11 1/2	56 1/2					1 1/2	11 1/2	11 1/2	65					
18	9	11 1/2	59					2 1/2	10 1/2	11 1/2	65					
19	8 1/2	11 1/2	54 1/2					2 1/2	10 1/2	11 1/2	65					
9	7 1/2	11	49 1/2													
19 1/2	8 1/2	11	52 1/2													

* Including ½ week's vacation with pay.

* Including 1½ weeks' vacation with pay.

WORKING HOURS AND EARNINGS OF WOMEN EMPLOYED

SOUTH BEND—Continued.

Individual number.	Age.	Conjugal condition.	Occupation	Years of experience in present industry.	Weeks employed during year.	Average weekly earnings.	Other employment.		Weeks of unemployment.
							Weeks.	Earnings.	
23	35	Single	Department head, waists	11	¹ 51	\$13.37			1
24	25	do	Saleswoman, ready to wear	6	38½	10.00			13½
25	40	Widowed	do	13	² 49½	15.00			2½
26	38	Single	Saleswoman, coats and suits	15	18½	15.00			33½
27	36	do	{Saleswoman, toilet department.}	2	46	8.02			6
28	25	Married	Saleswoman, suits	5	44	16.58			8
29	25	Single	Saleswoman, lace	5	² 50	8.00			2
30	27	do	Fitter	10	¹ 51	12.93			1
31	18	do	Saleswoman, waists, skirts, etc.	3	48	5.00			4
32	29	do	Saleswoman, millinery and gloves	6	47½	11.66			4½
33	18	do	Millinery maker and saleswoman	2	41	4.08			11
34	37	Married	Saleswoman, gloves	½	17½	9.54			34½
35	20	Single	Saleswoman, notions	4	48½	6.43			3½
36	28	do	Saleswoman, lace	12½	50	9.00			2
37	16	do	Saleswoman, domestics	1½	48	4.56			4
38	18	do	Cashier	4	40	7.23			12
39	20	do	Saleswoman, jewelry and neckwear	6	48	7.18			4
40	16	do	Cash girl	½	19	2.99			33
41	42	do	Department head, lace and embroidery	22	46	16.00			6

¹ Including 1 week's vacation with pay.² Including 1½ weeks' vacation with pay.

IN DEPARTMENT AND OTHER RETAIL STORES—Continued.

SOUTH BEND—Continued.

Regular working hours.								Working hours during overtime seasons.								Individual number.
Season of normal hours.				Season of shortened hours.				Before Christmas.				Other than before Christmas.				
Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Maximum hours per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Hrs. per wk.	
18	8½	11½	58					1½	10½	12½	64½				23	
31½	8½	10½	55½													
5	8½	10½	57½	6	8½	11½	54	1½	10½	12	64½	2 2 6	8½ 8½ 8½	11½ 11½ 11½	57 60½ 58½	24
15½	8½	11½	55½													
17½	8½	11½	57½					2½	7½	11½	64½					25
29	8½	11½	55½					1½	10½	11½	64½					26
17	8½	11½	57½													
13	8½	11½	57½					1	10½	11	64½					27
4	8½	10½	54½													
28	8½	11½	52½					2½	11	11½	64½					28
17	8½	11½	57½					2½	8½	11½	64½					29
21½	8½	11½	55½					2½	10½	11½	64	2	10½	11½	63½	30
19	8½	11½	55½													
5	8½	10½	54½					2½	10½	11	63½					31
14	7½	10½	52½													
10	8½	11½	52½					2½	10½	11	63½					32
16½	7½	11½	49½													
19	8½	11½	56½					2½	10½	11	63½					33
22	8½	11½	54													
4	8½	11½	52½					2½	10½	11	62½					34
13	8½	10½	56					1½	10½	11	62½					35
25½	8½	11½	53½													
2	8½	11½	55½					1½	11	11½	62					36
14	8½	10½	51½					2	9½	10½	61½	1	8½	11	56½	37
19	8½	11½	57½													
28½	8½	11½	55½					1½	10½	12½	61½					38
17	8½	10½	53½	3	8½	4½	51½	1½	11½	11½	61½					39
30	8½	10½	51½													
18	8½	11½	58½					1½	11½	11½	61½					40
28½	8½	11½	55½													
18	8½	11½	58					1½	11½	11½	61½					41
17½	8½	11½	55½													
18	8½	11½	57½	7	8½	4½	50½	1½	11½	11½	61½					
21½	8½	11½	55					1½	11½	11½	61½					
15½	8½	11½	55½	2	8½	4½	51½	1½	8½	11½	61½					
17	8½	11½	58	6	8½	4½	51½	1½	8½	11½	61½					
21½	8½	11½	55½													

*Including 1 week's vacation and 1 week of occasional absence with pay.

WORKING HOURS AND EARNINGS OF WOMEN EMPLOYED

SOUTH BEND—Continued.

Individual number.	Age.	Conjugal condition.	Occupation	Years of experience in present industry.	Weeks employed during year.	Average weekly earnings.	Other employment.		Weeks of unemployment.
							Weeks.	Earnings.	
23	35	Single	Department head, waists....	11	¹ 51	\$13.37	.....	.....	1
24	25	...do.....	Saleswoman, ready to wear..	6	38½	10.00	.....	.....	13½
25	40	Widowed .....	.....do.....	13	² 49½	15.00	.....	.....	2½
26	38	Single.....	Saleswoman, coats and suits..	15	18½	15.09	.....	.....	33½
27	36	...do.....	{Saleswoman, toilet department.}	2	46	8.02	.....	.....	6
28	25	Married...	Saleswoman, suits.....	5	44	16.58	.....	.....	8
29	25	Single.....	Saleswoman, lace.....	5	² 50	8.00	.....	.....	2
30	27	...do.....	Fitter.....	10	¹ 51	12.93	.....	.....	1
31	18	...do.....	Saleswoman, waists, skirts, etc.	3	48	5.00	.....	.....	4
32	29	...do.....	Saleswoman, millinery and gloves.	6	47½	11.66	.....	.....	4½
33	18	...do.....	Millinery maker and saleswoman.	2	41	4.08	.....	.....	11
34	37	Married...	Saleswoman, gloves.....	¹ 1	17½	9.54	.....	.....	34½
35	20	Single.....	Saleswoman, notions.....	4	48½	6.43	.....	.....	3½
36	28	...do.....	Saleswoman, lace.....	12½	50	9.00	.....	.....	2
37	16	...do.....	Saleswoman, domestics.....	1½	48	4.56	.....	.....	4
38	18	...do.....	Cashier.....	4	40	7.23	.....	.....	12
39	20	...do.....	Saleswoman, jewelry and neckwear.	6	48	7.18	.....	.....	4
40	16	...do.....	Cash girl.....	¹ 19	19	2.99	.....	.....	33
41	42	...do.....	Department head, lace and embroidery.	22	46	16.00	.....	.....	6

¹ Including 1 week's vacation with pay.² Including 1½ weeks' vacation with pay.

IN DEPARTMENT AND OTHER RETAIL STORES—Continued.

SOUTH BEND—Continued.

Regular working hours.								Working hours during overtime seasons.								Individual number.									
Season of normal hours.				Season of shortened hours.				Before Christmas.				Other than before Christmas.													
Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Maximum hours per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Hrs. per wk.										
18	8½	11½	58	6	8½	11½	54	1½	10½	12½	64½	{ 2 2 6	8½	11½	57 60½ 58½	23									
31½	8½	11½	55½					1½	10½	12	64½														
5	8½	11½	57½					2½	{ 7½ 11	11½	64½						25								
15½	8½	11½	55½															1½	10½	11½	64½	26			
17½	8½	11½	57½															1½	10½	11½	64½				
29½	8½	11½	55½					1	10½	11	64½					27									
17	8½	11½	57½														2½	11	11½	64½	28				
21½	8½	11½	55½														2½	8½	11½	64½		29			
19	8½	11½	57½														2½	10½	11½	64	2		10½	11½	63½	30
28½	8½	11½	55½														2½	10½	11	63½	31				
17½	8½	11½	57½	2½	10½	11	63½	32																	
29	8½	11½	55½	2½	10½	11	63½		33																
5	8½	10½	54½	2½	10½	11	63½			34															
14	7½	10½	52½	2½	10½	11	63½				35														
10	8½	11	52½	2½	10½	11	63½					36													
16½	7½	11	49½	2½	10½	11	63½	37																	
19	8½	11½	56½	2½	10½	11	63½		38																
22	8½	11½	54	2½	10½	11	63½			39															
4	8½	11	52½	2½	10½	11	63½				40														
13	8½	10½	56	2½	10½	11½	62½					41													
25½	8½	11½	53½	1½	10½	11	62½	42																	
2	8½	11½	55½	1½	10½	11	62½		43																
14	8½	10½	51½	1½	11	11½	62			44															
19	8½	11½	57½	2	{ 9½ 10½	10½	61½				1		8½	11	56½	45									
28½	8½	11½	55½	1½	10½	12½	61½				46														
17	8½	10½	53½	1½	11½	11½	61½	47																	
30	8½	10½	51½	1½	11½	11½	61½		48																
18	8½	11½	58½	1½	10½	12½	61½			49															
28½	8½	11½	55½	1½	11½	11½	61½					50													
18	8½	11½	58	3	8½	{ 4½ 11½	51½				51														
17½	8½	11½	55½	7	8½	{ 4½ 11½	50½	52																	
18	8½	11½	57½	2	8½	{ 4½ 11½	51½		53																
21½	8½	11½	55	6	8½	{ 4½ 11½	51½			54															
15½	8½	11½	55½	1½	11½	11½	61½					55													
17	8½	11½	58	1½	11½	11½	61½				56														
21½	8½	11½	55½					57																	

*Including 1 week's vacation and 1 week of occasional absence with pay.

WORKING HOURS AND EARNINGS OF WOMEN EMPLOYED

SOUTH BEND—Concluded.

Individual number.	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year.	Average weekly earnings.	Other employment.		Weeks of unemployment.
							Weeks.	Earnings.	
42	41	Single.....	Saleswoman, suits.....	4	50	\$17.40	.....	.....	2
43	21	Married...	Saleswoman, domestics.....	7	50	8.30	.....	.....	2
44	44	Widowed.	Head fitter.....	7	52	15.00	.....	.....	.....
45	23	Single.....	Saleswoman, coats and suits.	4½	51	7.50	.....	.....	1
46	17	...do.....	Saleswoman, notions and stationery.	2	15½	4.33	26	\$300.00	10½
47	15	...do.....	Cashier and wrapper.....	1½	47	3.68	.....	.....	5
48	14	...do.....	Cash girl.....	½	10	3.00	1	1.25	41
49	24	...do.....	Saleswoman, white goods, hosiery, and underwear.	6	40	8.74	.....	.....	12
50	30	...do.....	Saleswoman, jewelry.....	4	51	6.00	.....	.....	1
51	33	...do.....	Clerical.....	2	46	7.00	.....	.....	6
52	21	...do.....	Saleswoman, toilet goods....	5	48	7.85	.....	.....	4
53	25	...do.....	Bookkeeper.....	(?)	52	10.00	.....	.....	.....
54	24	...do.....	...do.....	8	49	10.00	.....	.....	3
55	22	...do.....	Saleswoman, suits.....	8	47	14.15	.....	.....	5
56	17	...do.....	Saleswoman, hosiery and underwear.	½	17½	4.50	.....	.....	34½
57	43	...do.....	Alteration hand.....	(?)	39½	9.99	.....	.....	12½
58	25	...do.....	Saleswoman, lace.....	9	49	7.00	.....	.....	3
59	19	...do.....	Saleswoman, patterns.....	2	48	5.00	.....	.....	4
60	37	...do.....	Saleswoman, coats and suits.	1½	49½	7.92	.....	.....	2½
61	21	...do.....	Saleswoman, fancy art goods.	5	51	5.99	.....	.....	1
62	40	Married...	Alteration hand.....	2	45	6.50	.....	.....	7
63	38	Single.....	Clerical.....	7	47	25.00	.....	.....	5

¹ Including 2 weeks vacation with pay.

² Not reported.

IN DEPARTMENT AND OTHER RETAIL STORES—Continued.

SOUTH BEND—Concluded.

Regular working hours.								Working hours during overtime seasons.								Individual number.
Season of normal hours.				Season of shortened hours.				Before Christmas.				Other than before Christmas.				
Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Maximum hours per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Hrs. per wk.	
24	8½	11½	55½	7	8½	{11½ 4½}	51½	1	{11½ 8½}	11½	61½					42
6	8½	{11½ 11}	57½													
12	8½	{11½ 11½}	58													
8	7½	11	49½													
22½	7½	{10½ 11}	52½					2½	10½	11	61½					43
17	8½	{10½ 11}	54½													
19	8½	11	57													
31	8½	11	54½													
17½	8½	11	52½	8	7½	11	49½	2½	10½	11	61½					44
23	7½	11	53													
12½	8½	11½	55½													
39½	8½		52½													
8½	8½		52½	7	8½	4½	48½	½	{11½ 8½}	11½	60½	1	8½	11½	57	45
10½	8½	{11 11½}	55													
20½	8½	{11½ 11½}	55½													
19	8½	{11½ 11½}	57½													
23½	8½	{11½ 11½}	55½	8	8½	{11½ 4½}	51	½	8½	11½	60½					46
19	8½	{11½ 11½}	57½													
21	8½	{11½ 11½}	55													
18	8½	{11½ 11½}	57½													
23½	8½	{11½ 11½}	55	6	8½	{11½ 4½}	50½	½	8½	11½	60					47
18	8½	{11½ 11½}	57½													
23½	8½	{11½ 11½}	55													
18	8½	{10½ 10½}	53½													
32½	8½	10½	51½					1½	10½	10½	59½					48
45½	8½		51													
19	8½	{51½ 54}														
24½	8½	11½	55½													
15	8½	11½	55½					2½	9½	11½	59½					49
8½	8½	{11½ 11½}	58													
28½	8½	{11½ 11½}	55½													
15	7½	{10½ 11}	52½													
20½	8½	11	52½	7	7½	11	49½	2½	9½	11	59½					50
4	8½	{10½ 11}	54½													
14½	7½	11	49½													
4	8½	{10½ 11½}	54½													
13	7½	{10½ 11}	52½					2½	10½	11	59					51
14	8½	11	52½													
15	7½		49½													
19	7½	11	53													
13	8		52½					2½	10½	11	59	3	8½	11½	53½	52
8½	8½	11	52½													
21	8½	11½	55½													
19	8½	{11½ 11½}	57½													
14	8½	{11½ 11½}	57½													53
31	8½	11½	55½													
43	8½		51													
4	8½	4½	47													

* Including 1 week's illness with pay.

* Including 1 week's vacation with pay.

WORKING HOURS AND EARNINGS OF WOMEN EMPLOYED

LA FAYETTE.

Individual number	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year.	Average weekly earnings.	Other employment.		Weeks of unemployment.
							Weeks.	Earnings.	
1	20	Single.....	Saleswoman, ready to wear..	5	1 49	\$10. 11	.....	.....	3
2	23	do.....	Saleswoman, silks.....	8	51	9. 00	.....	.....	1
3	28	do.....	Saleswoman, millinery.....	10	13½	10. 00	.....	.....	38½
4	23	do.....	Saleswoman, lace and embroidery.	8	51	6. 00	.....	.....	1
5	28	do.....	(Saleswoman, draperies and lace.	11½	2 47½	7. 83	.....	.....	4½
6	17	do.....	Saleswoman, hosiery.....	1½	1 50½	5. 00	.....	.....	1½
7	20	do.....	Saleswoman, ribbons.....	3	2 51½	5. 40	.....	.....	½
8	17	do.....	Assistant cashier.....	1½	4 51½	5. 00	.....	.....	½
9	20	do.....	Saleswoman, underwear.....	2½	49	6. 00	.....	.....	3
10	19	do.....	Saleswoman, domestics.....	4	49½	6. 00	.....	.....	2½
11	28	do.....	Saleswoman, notions.....	9	1 52	7. 92	.....	.....	.....
12	26	do.....	Cashier.....	9	1 52	10. 88	.....	.....	.....
13	40	do.....	Head fitter.....	25	1 51	15. 71	.....	.....	1
14	30	do.....	Saleswoman, ready to wear..	10	50	9. 00	.....	.....	2
15	18	do.....	Saleswoman, patterns.....	½	9½	3. 50	.....	.....	42½
16	33	do.....	Saleswoman, cloaks and suits.	15	50	10. 00	.....	.....	2
17	28	do.....	Saleswoman, ribbons.....	6	2 51	6. 00	.....	.....	1
18	20	do.....	Saleswoman, infants' wear..	3	2 51	6. 00	.....	.....	1
19	23	do.....	Saleswoman, millinery.....	7	1 39½	7. 77	.....	.....	12½
20	21	do.....	Saleswoman, notions.....	6	1 51	5. 53	.....	.....	1
21	36	do.....	(Department head, alteration.	6	34½	9. 28	.....	.....	17½
22	15	do.....	Saleswoman, notions.....	½	18½	3. 76	.....	.....	33½
23	16	do.....	do.....	½	13	3. 58	27	\$61. 00	12
24	21	do.....	Saleswoman, dolls, toys, and millinery.	7	39	6. 00	.....	.....	13
25	31	do.....	Saleswoman, knit underwear.	6½	30½	6. 50	.....	.....	21½
26	24	do.....	Department head, lace and embroidery.	6	11	6. 73	.....	.....	41

¹ Including 1 week's vacation with pay.

² Including 1 week's vacation with pay and ½ week's illness with pay.

³ Including 2 weeks' vacation with pay.

IN DEPARTMENT AND OTHER RETAIL STORES—Concluded.

LA FAYETTE.

Regular working hours.								Working hours during overtime seasons.								Individual number.
Season of normal hours.				Season of shortened hours.				Before Christmas.				Other than before Christmas.				
Wks. employed.	Hrs. usual day.	Hrs. exception day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. exception day.	Hrs. per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Maximum hours per wk.	Wks. employed.	Hrs. usual day.	Hrs. maximum day.	Hrs. per wk.	
37½	9	12	57	9	8½	11½	54	1½	12	12	72	1	11	12	63	1
40	9	12	57	9	8	11½	51½	1	12	12	72	1	11½	12	64½	2
12½	9	12	57					1	11½	12	70½					3
40½	9	11½	56½	9	8½	11½	54	1½	11½	12	70½					4
{	14½	9½	11½	57½				1½	11½	11½	69½					5
	31½	9	11½	56½				1½	11	12	68½					6
	41	9	12	57	8	8½	11½	54	1½	11	12	68½				7
	41	9	12	57	8	8½	11½	54	1½	11½	12	68½				8
	41½	8½	11½	55½	8½	8½	11½	53	1½	11½	11½	68				9
	41½	8½	11½	55½	6	8½	11	52½	1½	11	11½	66½				10
	41½	8½	11½	55	7	8½	11½	52½	1	11	11½	66½				11
	41½	8½	11½	55	9	8½	11½	52½	1½	11	11½	66½				12
	41½	8½	11½	55	9	8½	11½	52½	1½	11	11½	66½				13
	21½	9	11	56	8	8½	11	53½	1½	11	11	66	20	11	11	62	14
40	9	11½	56½	7	8½	11½	53½	1	10½	11½	65½	2	9	11½	57½	15
8	8½	11½	55½					1½	11	11½	64½					16
34	9	12	57	9	8	11	51	1	11½	12	63½	6	9	12	62	17
42	8½	11	54½	8	8½	11	52½	1	10½	11	63½					18
42	8½	11	54½	8	8½	11	52½	1	11	11	61½					19
16½	9	12	57	{	8	6	9	39	1	11½	12	61½				
41½	8½	11	54½		8	8½	11	52½									½	10½	11	60	1	8½	11	56½	20
9½	9½	12½	60		9	8½	11	53½								21
16	9	11	56													22
18½	9½	12	58½													23
5	9½	12½	58		8	8½	11½	55								24
31	9	11½	56½		8	8½	11½	54								25
26½	9	11½	56½		4	8½	11½	54½								26
4	8½		53½		7	6		36								26

* Including ½ week's vacation with pay.

* Including 1 week's vacation with pay and 1 week's illness with pay.

* Worked short hours because of illness.

WORKING HOURS OF WOMEN EMPLOYED IN GARMENT

[Bracketed hours indicate either a permanent change of hours during the year, or

INDIANAPOLIS.

Es- tab- lish- ment num- ber.	Regular working hours.										
	Normal season.					Dull season.					
	Duration (wks.).	Wom- en af- fected.	Chil- dren af- fected.	Hours, usual day.	Hours, except- ional day.	Hours per week.	Duration (wks.).	Fe- males af- fected.	Hours, usual day.	Hours, except- ional day.	Hours per week.
1	13	175	2	9½	5½	1 54	9	152	9½	5½	1 54
2	17	500	.....	9½	7½	54	20	450	9½	4½	41½
3	.....	.....	.....	.....	.....	.....	19½	3	5	.....	30
4	28	10	.....	9½	.....	57	21½	9	7	4	39
5	7½	16	.....	9½	.....	57	18	13	6	.....	36
6	46	152	.....	9½	4½	52	.....	.....	.....	.....	.....
7	.....	.....	.....	.....	.....	.....	18	7	9½	7½	55
8	17½	16	.....	9½	.....	57	18	12	6	.....	39
9	43	5	.....	9½	7½	55	7½	5	9½	7½	55
10	48½	66	9	10	5	4 55	.....	.....	.....	.....	.....
11	25½	57	5	9½	.....	4 55	26	62	10	5	4 55
12	25½	48	7	9½	.....	4 55	26	55	10	5	4 55
13	25½	65	10	9	.....	54	26	75	10	5	55
14	20	50	5	(10)	(10)	(10) 16	55	(10)	(10)	(10)	.....
15	30	39	1	9½	4½	51½	8½	36	9½	4½	51½
16	34	35	.....	9	4½	49½	.....	.....	.....	.....	.....
17	52	40	.....	9½	4½	52	.....	.....	.....	.....	.....
18	34½	17	.....	9	7	52	{ 9 8½ }	14	{ 8 9 7½ }	7	{ 47 52 47 }
19	17	8	.....	8½	7½	52	13	6	.....	.....	.....
20	52	44	3	9	5	12 50	.....	.....	.....	.....	.....
21	46	350	.....	8½	4½	48	.....	.....	.....	.....	.....
22	52	310	15	9	4½	49½	.....	.....	.....	.....	.....
23	39	10	.....	9	4	49	13	10	8	4	44
24	43	18	.....	8½	4½	48	9	15	8½	4½	48
25	52	335	.....	8½	4½	48	.....	.....	.....	.....	.....

TERRE HAUTE.

1	20	6	.....	10	5	12 55	.....	.....	.....	.....	.....
2	.....	.....	.....	.....	.....	.....	8½	2	9	.....	54
3	39	80	.....	9½	7½	57	13	80	9½	5	54½
4	39	160	3	9½	8	55½	13	163	9½	5	52½
5	39	150	.....	9	8½	53½	13	150	9	4½	49½
6	52	100	.....	9	3	48	.....	.....	.....	.....	.....

¹ Children worked usual day 9 hours, exceptional day 5½ hours; 50½ hours per week.

² 50 of these women worked each of the maximum weeks.

³ Factory located in Bluffton, Ind.

⁴ Children worked usual day 9 hours, exceptional day 3 hours; 48 hours per week.

⁵ Factory located in Frankfort, Ind.

⁶ Children worked 9 hours per day, 54 hours per week.

⁷ Factory located in Crawfordsville, Ind.

FACTORIES AS REPORTED BY EMPLOYERS.

that the individual had worked in more than one establishment, or worked in shifts.]

INDIANAPOLIS.

Regular working hours.						Working hours during overtime periods.							Estab- lish- ment num- ber.
Busy season.						Season.	Duration (wks).	Fe- males af- fected.	Hours, usual day.	Hours, excep- tional day.	Aver- age week- ly hours.	Maxi- mum hours per week.	
Duration (wks).	Wom- en af- fected.	Child- ren af- fected.	Hours, usual day.	Hours, excep- tional day.	Hours per week.								
20	225	2	9½	5½	154	Busy...	10	100	10½	{ 5½ 11½ }	57½	{ 64½ 65½ }	1
8	550		10½	{ 7½ 11½ }	60	do...	7	400	11½	7½	64	64	2
29½	3		9½	8½	56	do...	3	3	9½	{ 10 11½ }	60½	62	3
						Normal	2½	9	9½	{ 10 13 }	57½	60½	4
6½	16		9½		57	{ Normal and busy...	{ 10 10 }	16	9½	{ 11 12½ }	58½	60	5
						Normal	6	16	9½	{ 12½ 7½ }	58	58	6
33	11		9½	8	55½	Busy...	1	9	9½	{ 11½ 8 }	56½	57½	7
16½	16		9½		57								8
													9
													10
													11
													12
													13
													14
16	50	5	(10)	(10)	(10)	(10)							15
8	39	1	9½	4½	51½	Busy...	5	30	9½	{ 11½ 4½ }	54	54½	15
						Normal	18	4	9	7½	52½	52½	16
													17
													18
22	12		8½	7½	52								19
													20
						Normal	6	2	8½	{ 5½ 6½ }	49½	50	21
													22
													23
													24
													25

TERRE HAUTE.

1½	6	.....	12½	{ 10 5 }	62½	Busy...	7	1	10	8	58	58	1
28	3	.....	9	.....	54	...do....	{ 4 4 }	3	{ 9½ 9 9 11½ }	{ 11½ }	59	59	2
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	4
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	5
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	6

* Factory located in Lebanon, Ind.

* Factory located at Shelbyville, Ind.

10 Not reported.

11 Factory located in Rushville, Ind.

12 Children worked usual day 9 hours, exceptional day 3 hours; 48 hours per week.

13 Forewoman worked 58 hours for 18 weeks; another woman worked 58 hours for 7 weeks.

**WORKING HOURS OF WOMEN EMPLOYED IN GARMENT
LA FAYETTE, SEYMOUR, HAMMOND, AND NEW ALBANY.**

Es- tab- lish- ment num- ber.	Regular working hours.										
	Normal season.						Dull season.				
	Duration (wks).	Wom- en af- fected.	Chil- dren af- fected.	Hours, usual day.	Hours, excep- tional day.	Hours per week.	Duration (wks).	Fe- males af- fected.	Hours, usual day.	Hours, excep- tional day.	Hours per week.
(1)	17½	23	.....	9	8	53	6½	15	8	4	44
(2)	39	130	10	10	.....	60	13	140	10	5	55
(5)	52	130	.....	10	6	56	.....	.....	.....	.....	.....
(7)	19½	2	1	9½	8½	56	.....	.....	.....	.....	.....

EVANSVILLE.

1	26	18	.....	10	5	55	11½	18	9	5	50
2	31½	54	1	9½	.....	57	.....	.....	.....	.....	.....
3	43	25	.....	9½	5	53½	.....	.....	.....	.....	.....
4	46½	40	.....	10	9	59	5½	40	10	9	59
5	39	54	1	9	.....	54	.....	.....	.....	.....	.....
6	31½	22	.....	9	4½	49½	15	14	9	4½	49½
7	52	30	10	9	7½	52½	.....	.....	.....	.....	.....

FORT WAYNE.

* 1	46	49	3	10	8	* 58	.....	.....	.....	.....	.....
2	8	48	8	10	5	¹⁰ 55	12	54	9	5	50
3	34	147	11	10	5	¹⁰ 55	13	¹¹ 163	10	5	¹⁰ 55
4	44½	118	12	9½	5	¹² 54½	.....	.....	.....	.....	.....
5	41	170	1	9½	4½	50½	9	159	8½	4½	45½
6	50½	23	.....	9	4½	49½	.....	.....	.....	.....	.....
¹² 7	46½	32	.....	(*)	(*)	50	4	32	(*)	(*)	48
8	26	16	.....	9	4½	49½	4½	16	8	4½	44½
9	43	150	4	9	4½	¹⁴ 49½	9	139	8	4½	44½
¹⁵ 10	52	58	.....	8½	4½	48	.....	.....	.....	.....	.....
11	22	12	.....	7½	4	42½	11	6	7½	4	42½

¹ Data are for La Fayette.

² Data are for Seymour.

³ Children worked 54 hours.

⁴ Children worked 50 hours.

⁵ Data are for Hammond.

⁶ Not reported.

⁷ Data are for New Albany.

⁸ Factory located in Kendallville, Ind.

⁹ Children worked usual day 9 hours, exceptional day 8 hours, 53 hours per week.

FACTORIES AS REPORTED BY EMPLOYERS—Continued.

LA FAYETTE, SEYMOUR, HAMMOND, AND NEW ALBANY.

Regular working hours.						Working hours during overtime periods.								Estab- lish- ment num- ber.
Busy season.						Season.	Dura- tion (wks).	Fe- males af- fected.	Hours, usual day.	Hours, excep- tional day.	Aver- age week- ly hours.	Maxi- mum hours per week.		
Dura- tion (wks).	Wo- men af- fected.	Chil- dren af- fected.	Hours, usual day.	Hours, excep- tional day.	Hours per week.									
20	43	.....	10	9	59	Busy...	{ 4 2 }	23	12½	{ 9 10 }	66½ 69	69	(1)
.....	.....	.....	.....	.....	.....	Normal	(°)	.....	.....	.....	(°)	(°)	(2)
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	(6)
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	(7)

EVANSVILLE.

7	24	.....	10	5	55	Busy...	6	6	12½	{ 10 9 }	66½	66½	1
.....	.....	.....	.....	.....	.....	Normal	9	30	9½	{ 10½ 12½ }	60	63	2
.....	.....	.....	.....	.....	.....	do....	8	10	12½	{ 12½ 5 12½ }	61½	61½	3
.....	.....	.....	.....	.....	.....	Normal	4	4	9	{ 12 12 }	57	57	4
4½	25	.....	10	5	55	do....	1	22	9	{ 12 4½ }	52½	52½	5
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	6
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	7

FORT WAYNE.

.....	.....	.....	.....	.....	.....	Normal	4	25	10	{ 12 8 }	64 62	64	8 1
25	65	10	10	5	55	Busy...	3	4	10	{ 12½ 5 }	57½	57½	2
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3
.....	.....	.....	.....	.....	.....	Normal	2	4	9½	{ 4½ 10½ }	53½	53½	4
.....	.....	.....	.....	.....	.....	do....	1	2	9	{ 7½ }	52½	52½	5
21½	20	.....	9	4½	49½	.....	.....	.....	.....	.....	.....	.....	6
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	13 7
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	8
17	12	.....	8½	4	45½	(16)	.....	.....	.....	.....	.....	.....	9
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	10
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	11

¹⁰ Children worked usual day 9 hours, exceptional day 5 hours, 50 hours per week.

¹¹ 5 additional children employed during autumn months.

¹² Children worked usual day 8½ hours, exceptional day 5 hours, 49½ hours per week.

¹³ Factory located in Columbia City, Ind.

¹⁴ Children worked usual day 8 hours, exceptional day 4½ hours, 44½ hours per week.

¹⁵ Factory located in Warsaw, Ind.

¹⁶ Some overtime, but figures not reported.

**WORKING HOURS OF WOMEN EMPLOYED IN GARMENT
SOUTH BEND.**

Es- tab- lish- ment num- ber.	Regular working hours.										
	Normal season.					Dull season.					
	Duration (wks).	Wo- men af- fected.	Chil- dren af- fected.	Hours, usual day.	Hours, excep- tional day.	Hours per week.	Duration (wks).	Fe- males af- fected.	Hours, usual day.	Hours, excep- tional day.	Hours per week.
1	35	380	39	10	.....	² 60	13	419	10	5	³ 53
2	41	14	.....	9	4	49	9	12	9	4	49
3	39	175	15	10	8½	⁴ 58½	13	165	10	5	⁵ 55
4	.....	.....	.....	.....	.....	.....	13	33	9	4½	49½
5	52	925	55	9	5	50	.....	.....	.....	.....	.....
6	49½	42	.....	9	5	50	.....	.....	.....	.....	.....
7	50	28	.....	9	5	50	.....	.....	.....	.....	.....
8	50	27	.....	9	5	50	.....	.....	.....	.....	.....
9	50	85	40	9	4½	49½	.....	.....	.....	.....	.....

RICHMOND AND MUNCIE.

1	25½	47	3	9½	5	⁷ 53½	.....	.....	.....	.....	.....
2	33½	55	9	9	4½	49½	.....	.....	.....	.....	.....
3	40	85	26	9	5	50	.....	.....	.....	.....	.....
4	33½	75	.....	9½	4½	⁹ 52½	16½	75	8½	4½	⁸ 48½
10 5	51	14	.....	9	5	50	.....	.....	.....	.....	.....

¹ Factory located in Michigan City, Ind.

² Children worked 9 hours per day, 54 hours per week.

³ Children worked usual day 9 hours, exceptional day 5 hours, 50 hours per week.

⁴ Children worked usual day 9 hours, exceptional day 8½ hours, 53½ hours per week.

⁵ Not reported.

FACTORIES AS REPORTED BY EMPLOYERS.—Concluded.

SOUTH BEND.

Regular working hours.						Working hours during overtime periods.							Estab- lish- ment num- ber.
Busy season.						Season.	Duration (wks).	Fe- males af- fected.	Hours, usual day.	Hours, excep- tional day.	Aver- age week- ly hours.	Maxi- mum hours per week.	
Duration (wks).	Wo- men af- fected.	Chil- dren af- fected.	Hours, usual day.	Hours, excep- tional day.	Hours per week.								
						Normal	4	30	10	10½ 9 4	61½	61½	1
						do....	2	7	12	{	61	61	2
{ 25½ 13½ }	60	10	9	4½	{ 7 54 49½ }	Busy...	(5)						13
													4
													5
													6
													7
													8
						Normal	(5)						9

RICHMOND AND MUNCIE.

23½	47	3	9½	8½	* 57½	.....	.....	.....	.....	.....	.....	.....	* 1
.....	.....	.....	.....	.....	.....	Normal	10	6	11½	{ 9 4½ }	57	57	2
.....	.....	.....	.....	.....	.....	do....	10	10	11	{ 9 5 }	56	56	3
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	4
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	10 5

* Located in Kokomo, Ind.

† Children worked usual day 8½ hours, exceptional day 5 hours, 48½ hours per week.

‡ Children worked usual day 8½ hours, exceptional day 8½ hours, 52½ hours per week.

§ Two women worked 55 hours for 50 weeks.

|| Located in Elwood, Ind.

CLASSIFIED WEEKLY EARNINGS OF WOMEN

INDIANAPOLIS.

Es- tab- lish- ment num- ber.	Garments made.	Number of pieceworkers whose earnings fall within each classified amount.												Average hours per week.	Average earn- ings.
		Un- der \$3.00	\$3.00 to \$3.99	\$4.00 to \$4.99	\$5.00 to \$5.99	\$6.00 to \$6.99	\$7.00 to \$7.99	\$8.00 to \$8.99	\$9.00 to \$9.99	\$10.00 to \$11.99	\$12.00 and over.	Total fe- males.			
1	Dresses and waists...	5	14	11	9	9	9	7	13	19	20	116	54.0	\$8.30	
2	Men's custom suits and overcoats.	4	2	1	15	20	26	24	18	41	52	203	(1)	9.68	
3	Custom coats.....														
4	do.....														
5	Custom coats and pants.														
6	Sunbonnets, aprons, and flannelette gowns.	13	9	4	9	5	10	12	12	15	26	115	(1)	8.53	
7	Custom trousers.....														
8	Custom pants and vests.														
9	Cloth caps.....														
10	Cotton gloves.....	4	4	2	2	11	11	5	6	7	9	61	61.8	7.95	
11	do.....	10	10	7	14	7	8	8	1	4		69	52.4	5.65	
12	do.....	8	5	3	6	6	11	7	4	9	2	61	50.6	6.85	
13	do.....	40	9	16	11	7	6	4	5	1	2	101	40.0	4.27	
14	Gloves.....	3	5	1	12	7	13	5			1	47	52.1	6.14	
15	Overalls and jackets.	2	1	5	5	1	5	3	1	4	9	36	52.0	8.88	
16	Waists and dresses.....	1	3	2	7	1	5	2	1	3	1	26	(1)	6.70	
17	Overalls and coats.....		2	1	6	6	6	4	5	5	2	37	(1)	7.67	
18	Butchers' and serv- ants' uniforms.														
19	Custom shirts.....					1	2		2	3		8	50.4	9.02	
20	Cotton gloves.....	3	5	9	6	10	1	5	2	3		44	47.8	5.90	
21	Overalls, shirts, pants, and coats.	10	10	22	39	30	38	30	35	38	31	283	(1)	7.98	
22	Canvas gloves.....	45	31	33	43	33	37	24	8	22	5	280	41.0	5.79	
23	Dresses and skirts.....					2	1				1	4	49.0	8.00	
24	Men's shirts, neck- wear, bath robes.				1	1	1	3	2			8	(1)	8.09	
25	Workingmen's shirts	3	9	11	19	15	22	30	46	94	74	323	(1)	9.84	

TERRE HAUTE.

1	Women's clothing.....						1	2				3	55.0	\$7.97
2	do.....													
3	Workingmen's clothing.	12	7	4	2	3	3		2	1	2	36	(1)	4.81
4	Overalls, jackets, pants, lined coats, and mackinaws.	12	12	22	15	20	18	11	9	20	14	153	(1)	7.12
5	Workingmen's clothing.	16	23	12	14	16	7	6	3		2	99	(1)	5.25
6	Overalls.....	(10)										94	48.0	5.51

LA FAYETTE, SEYMOUR, HAMMOND, AND NEW ALBANY.

(11)	Shirts.....			1	3	3	4	5	2	3		21	(1)	\$7.72
(12)	do.....		2	5	4	10	9	7	7	5		49	52.8	7.37
(13)	Cotton gloves.....	1	1									2	(1)	3.00

1 Not reported.

2 Factory located in Bluffton, Ind.

3 Factory located in Frankfort, Ind.

4 Factory located in Crawfordsville, Ind.

5 Factory located in Lebanon, Ind.

6 Factory located in Shelbyville, Ind.

7 Factory located in Rushville, Ind.

EMPLOYED IN GARMENT FACTORIES.

INDIANAPOLIS.

Number of timeworkers whose earnings fall within each classified amount.													Es- tab- lish- ment num- ber.
Un- der \$3.00	\$3.00 to \$3.99	\$4.00 to \$4.99	\$5.00 to \$5.99	\$6.00 to \$6.99	\$7.00 to \$7.99	\$8.00 to \$8.99	\$9.00 to \$9.99	\$10.00 to \$11.99	\$12.00 and over.	Total fe- males.	Aver- age hours per week.	Aver- age earn- ings.	
9 2	8 2	4 16	12 35	6 34	8 19	14 19	3 14	5 22	6 25	75 188	43.1 (1)	\$6.50 8.07	1 2
					2	1 3	1	1	1	3	56.0 (1)	10.00	3
1			1				3	2	4	11	57.0 (1)	9.25 9.80	4 5
5	1	9	8	4	2	2	3	1	1	36	(1)	5.63	6
			1	1 3	3 1	1 3		2	1 2	7 11	56.0 57.0	7.86 8.55	7 8
			1		1	2	1	1	1	5	55.0	8.60	9
									2	6	66.6	11.92	10
										1	60.0	13.00	11
										1	60.0	17.33	12
1										1	60.0	16.25	13
						1		1	1	2	55.5	7.75	14
						1		1	3	3	(1)	10.78	15
			3	2	3	2	1			11	(1)	7.06	16
									1	1	(1)	15.00	17
	2	1	4	4	1					12	49.5	5.21	18
					2	1	1			4	52.0	8.09	19
	1	1						1		3	48.6	5.67	20
			2	4		1	3			11	(1)	6.95	21
1	4		5	1	3	3		3	2	22	43.0	7.38	22
			2		1	1		1	1	6	49.0	8.66	23
				1	1	3		1	1	7	48.0	8.75	24
				1	1		1		7	10	(1)	11.99	25

TERRE HAUTE.

		1							1	2	55.0	\$8.00	1
		1		1				1		2	54.0	8.00	2
			3	3			2		2	8	54.8	8.78	
	2			1	1	6	2	1	5	5	59.0	6.40	3
								3		19	55.5	9.89	4
	2	1	2	2	1	1	1	4	1	15	(1)	7.47	5
(10)										6	48.0	7.03	6

LA FAYETTE, SEYMOUR, HAMMOND, AND NEW ALBANY.

31	1	6	1	2		1				11	(1)	\$4.77	(11)
1	20	14	4	3	2	1		1		76	53.2	3.44	(12)
										1	(1)	1.50	(13)

⁸ Lower figures for factory located in Brazil, Ind.

⁹ Factory located in Clinton, Ind.

¹⁰ Individual earnings not reported.

¹¹ Data are for La Fayette.

¹² Data are for Hammond.

¹³ Data are for New Albany.

CLASSIFIED WEEKLY EARNINGS OF WOMEN

EVANSVILLE.

Es- tab- lish- ment num- ber.	Garments made.	Number of pieceworkers whose earnings fall within each classified amount.												
		Un- der \$3.00	\$3.00 to \$3.99	\$4.00 to \$4.99	\$5.00 to \$5.99	\$6.00 to \$6.99	\$7.00 to \$7.99	\$8.00 to \$8.99	\$9.00 to \$9.99	\$10.00 to \$11.99	\$12.00 to and over.	Total fe- males.	Average hours per week.	Average earn- ings.
1	Shirts.....	.....	2	3	4	7	.....	.....	.....	.....	.....	16	50.6	\$5.41
2	Women's clothing, custom made.	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
3	Working garments...	4	5	3	3	6	3	2	1	1	.....	28	49.4	5.47
4	Breeches.....	.....	2	3	5	6	2	4	.....	1	2	25	(¹)	6.80
5	Women's clothing, custom made.	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
6	Overalls.....	.....	.....	1	6	2	1	1	1	.....	.....	12	49.5	6.21
7	do.....	10	5	5	5	3	2	1	.....	.....	.....	31	43.2	4.11

FORT WAYNE AND NEIGHBORING TOWNS.

² 1	Cotton flannel gloves and mittens.	8	7	6	4	4	9	5	4	3	1	51	(¹)	\$5.97
2	Canvas gloves.....	5	4	4	8	5	8	3	6	---	1	44	(¹)	6.18
3	Cotton flannel gloves.	18	11	22	29	16	24	9	3	8	1	141	43.7	5.74
4	do.....	18	13	10	13	16	11	11	10	8	---	110	40.5	5.92
5	Ladies' shirt waists...	9	9	32	21	30	22	15	12	16	7	173	(¹)	6.73
6	Overalls.....	1	---	1	1	4	3	1	3	2	3	19	47.8	8.31
³ 7	do.....	---	---	4	4	6	8	1	1	---	---	24	41.9	6.52
8	Canvas gloves.....	1	2	1	1	---	---	2	1	4	---	12	45.0	6.80
9	Ladies' waists.....	1	7	6	14	13	15	18	14	10	11	109	(¹)	8.11
⁴ 10	Overalls.....	4	2	5	5	6	11	3	6	8	5	55	(¹)	7.47
11	Muslin underwear...	5	---	4	---	---	---	---	---	---	---	9	(¹)	3.08

SOUTH BEND.

⁵ 1	Men's ready-made work shirts.	31	39	50	63	55	47	38	14	16	3	356	51.2	\$5.99
2	Overalls and work coats.	---	---	---	1	---	2	2	1	2	---	8	(¹)	8.82
⁶ 3	Shirts and house dresses.	10	14	23	21	8	22	7	9	4	2	120	(¹)	5.95
4	Women's and chil- dren's clothing.	17	14	7	5	3	4	1	---	2	---	53	40.8	4.10
5	Men's shirts and underwear.	49	31	73	77	98	112	93	86	68	9	696	44.8	6.44
6	Shirts.....	---	---	---	---	4	7	5	1	2	---	19	(¹)	7.96
7	do.....	1	---	1	3	3	---	2	5	1	---	16	(¹)	7.18
8	Coarse shirts.....	2	4	6	3	2	2	1	1	1	---	22	(¹)	5.41
9	Cotton flannel gloves and mittens.	3	10	14	19	17	17	17	2	---	1	100	46.7	6.18

RICHMOND AND NEIGHBORING TOWNS.

⁷ 1	Cotton gloves.....	11	2	6	6	10	9	2	8	2	---	56	(¹)	\$5.99
2	Gloves.....	4	4	4	3	9	12	4	2	2	5	49	45.7	6.87
3	do.....	1	4	13	22	13	13	19	15	3	---	103	50.0	7.97
⁸ 4	Working men's clothing.	9	5	16	12	12	5	12	6	5	3	85	(¹)	6.39

¹ Not reported.² Factory located in Kendallville, Ind.³ Factory located in Columbia City, Ind.⁴ Factory located in Warsaw, Ind.

EMPLOYED IN GARMENT FACTORIES—Concluded.

EVANSVILLE.

Number of timeworkers whose earnings fall within each classified amount.													Es- tab- lish- ment num- ber.
Un- der \$3.00	\$3.00 to \$3.99	\$4.00 to \$4.99	\$5.00 to \$5.99	\$6.00 to \$6.99	\$7.00 to \$7.99	\$8.00 to \$8.99	\$9.00 to \$9.99	\$10.00 to \$11.99	\$12.00 and over.	Total fe- males.	Average hours per week.	Average earn- ings.	
13	3	4	1 9	2	1 4	4	3	2	5	2 49	51.0 57.1	\$6.25 6.08	1 2
4	1	2	2 4	9	3 9	7	1 4	4	5	1 6 48	53.8 (1) 52.8	9.00 6.00 7.85	3 4 5
1 1					1		2			2 3	49.5 53.0	5.10 6.83	6 7

FORT WAYNE AND NEIGHBORING TOWNS.

									1	1	58.0	\$12.00	*1
1		1	1	2	1 1 1	1 1 1	1 1 1	1 2 1	1 1 1	8 6 5	49.9 51.0 44.6	5.99 9.85 7.94	2 3 4
7	6	11 1 1	25	22 3	10 1	9	2	1	4	97 5 4 2	(1) 49.5 45.0 45.0	6.16 6.00 5.30 6.50	5 6 7 8
	2		1		6 1 1	1 1 1	1 1 1	2 2 2	2 2 2	12 3 3	(1) (1) 45.3	9.58 12.00 7.00	9 10 11

SOUTH BEND.

2		3	6	7	4	1	1	2	3	29	55.7	\$6.94	*1
		1	1	1	1				1	5	(1)	6.90	2
1	2	1	1	1					1	7	(1)	10.43	*3
9	7	3	2	1		2			5	*29	41.8	4.43	4
14	39	7	10	10	10	4	3	6	2	105	46.1	4.96	5
	1		3	3	1			1		9	(1)	6.29	6
	1	1	1					1		3	(1)	5.87	7
1			2	1				1		5	50.0	5.45	8
1						1		1		3	49.5	6.92	9

RICHMOND AND NEIGHBORING TOWNS.

4	3	7	1					2	17	45.1	\$4.56	*1
1	2	6	5	1	1		1	1	17	51.1	5.02	2
					1	2		1	4	53.5	8.50	3

* Factory located in Michigan City, Ind.

* Includes 8 clippers working part of time at piece rate.

* Factory located in Kokomo, Ind.

* Factory located in Elwood, Ind.

WORKING HOURS AND EARNINGS OF WOMEN

[Bracketed hours indicate either a permanent change of hours during the year or

INDIANAPOLIS.

Individual number.	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year.	Average weekly earnings.	Other employment.		Weeks of unemployment.
							Weeks.	Earnings.	
1	20	Separated.	Basting puller.....	2½	49	\$6.00			3
2	18	Single.....	Operator.....	2	43	7.77			9
	21	do.....	Forewoman, checker.....	7	49	9.76			3
4	32	do.....	Finisher.....	4	49	7.00			3
5	19	Married...	Baster.....	4	41	9.51			11
6	24	Single.....	Operator.....	8	52	15.00			
7	22	do.....	Finisher.....	3	50	5.45			
8	19	do.....	Sleeve maker.....	3½	52	8.25			
9	35	do.....	Finisher.....	11	47	5.28			5
10	27	do.....	Button sewer, hand.....	7	4	4.00	44½	\$311.50	3½
11	26	Separated.	Stitcher, gloves.....	11	47	14.30			5
12	27	Single.....	Pocket sewer.....	2½	49	6.22			3
13	43	do.....	Finisher.....	15	51	7.08			1
14	18	do.....	Shoulder baster.....	5	51	5.58			1
15	19	do.....	do.....	5	51	5.58			1
16	33	do.....	Operator.....	15	50	10.48			2
17	27	do.....	do.....	9½	43	12.50			9
18	22	do.....	Collar baster.....	9	49	10.90			2
19	21	do.....	do.....	5½	50	11.16			2
20	36	Widowed.	Checker out.....	1½	51	7.00			1
21	24	Single.....	Operator.....	6	52	9.58			
22	25	do.....	Finisher.....	5	48½	11.24			3½
23	21	do.....	Collar baster.....	4	48	8.05			4
24	48	Married...	Buttonhole maker.....	4	49	10.83			3
25	29	Single.....	Operator.....	9	41	11.49			11
26	18	do.....	Coat cleaner.....	4	50	4.53			2
27	26	do.....	Operator.....	(1)	46	10.61			6
28	19	do.....	Edge baster.....	2	47	9.29			2
29	38	Widowed.	Girdle maker.....	3	48	11.66			4
30	17	Single.....	Hand sewer.....	1½	52	4.70			
31	40	do.....	Buttonhole maker.....	11	48½	9.27			3½
32	20	do.....	Hemmer.....	5½	48	6.00			4

1 Not reported.

EMPLOYED IN GARMENT FACTORIES.

that the individual had worked in more than 1 establishment or worked in shifts.)

INDIANAPOLIS.

Regular working hours.												Working hours during overtime periods.				Individual number.
Normal season.				Dull season.				Busy season.								
Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per week.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per week.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per week.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per week.	
13 (1) 22	9½ 9½ 8½	7½ 4½ 7½	53½ 53½ 48 54	22 (1) 18	6½ (1) 6½	4½ (1) 4½	35½ (1) 38½	7 (1) 9	9½ (1) 12	7½ (1) 7½	54 (1) 67½	7 2	12½ 12½	7½ 4½	60 68½	1 2 3
41	9	4½	49½	4	7	4½	39½	3	12½	4½	60	1	12½	4½ 7 9	67	4
22	9½	7½	55½	11	7	4½	39½	4	9½	7½ 11½	57½	4	11½	7½	65½	5
46	9½	4½	52					6	12½	8 9½	64½					6
8 7	9½	9½ 8½	57 56	26	4½ 6½	4½	20 30 30 30 40	3	9½		37	2 4	9½ 11½	11½ 9½	59 64	7
18	9½	7½	54	26	7½	4½	36½ 40½ 30 40	8	11½	7½	64					8
16	9½	7½	54	26	7	4½		5	11½	7½	64					9
								2	10	8½	58½					10
46	9	4½	49½									2	11½		63½	11
				25	6½	4½	35½	20	9½	7½	54	4	11½	4½ 7½ 9½	63½	12
22	9½		57	25	7		42	4	9½ 11½		63					13
19	9½	8	55½	26	7½	4½	37½ 42 42	6	11	8	63					14
19	9½	8	55½	26	7½	4½	37½ 42	6	11	8	63					15
38	9½	5½	53½					8	9½	8½	56½	4	11½	9½ 8½	62½	16
26	10	4½	54½					17	12½	10 4½ 9½ 7½	62½					17
27 2 27 3	9½	7½	54 27 54 27	6	7½	4½	38½ 43½ 43½ 38½	14	11½	9½ 7½	62					18
	9½	7½	54 27	6	7½	4½	43½ 38½	14	11½	9½ 7½	62					19
39	9½	4½	52					12	12½	9½ 4½	61					20
30	9½		57	21	7		21					1	9½	11½	61	21
36½	9½	5	52½					12	12	9½ 8 9½ 7½	60½					22
								8	11½	9½ 7½	60					23
19	9½	7½	54	13	6-8	4½	36 40	8	9½	11½ 7½	58					24
29½	9½	8	55½	6½	9½	4½	47½ 52	13	11	9½ 8	60					25
24	9½	8½	56	15	4-5		25					2	10½	9½ 8½	60	26
34½	10½	8½	60	15½	8½	4½	48½ 52½	(1)	(1)	(1)	(1)					27
24 10	9½ 8½	4½ 4½	52 48									12	12	9 4½ 7½ 9½	59½	28
13	9½	4½	50½	12	9½		46½	9	9½	7½	54	2 11	10½	8½ 9½	58½	29
42	9½	5	52½	1	9½	5	52½	3	11½	5 9½ 5	59½			8½ 9½	59½	30
								2	9½	11½ 5	57					31
18	9½	7½	54	17	6-8	4½	40	8	7	9½	54	2	9½	10½ 9½	59	32
20	9½	7½	54	20½	7	4½	39½	5	9½	9½ 7½	54	3	10½	9½ 7½	59	33
46	9½	4½	51½									2	11½	9½ 4½	58½	34

WORKING HOURS AND EARNINGS OF WOMEN

INDIANAPOLIS—Continued.

Individual number.	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks unemployed during year.	Average weekly earnings.	Other employment.		Weeks of unemployment.
							Weeks.	Earnings.	
33	16	Single....	Glove maker.....	1	32	\$6.00			20
34	28	..do.....	Work distributor.....	2½	43	8.14			9
35	23	..do.....	Buttonhole maker.....	6	50	6.72			2
36	18	..do.....	Pocket sewer.....	3	51	3.94			1
37	26	..do.....	Work distributor.....	9	50	11.26			1
38	26	..do.....	..do.....	2	40½	7.81	11	\$110.00	½
39	43	Widowed..	Operator.....	1½	50	8.00			2
40	24	Divorced..	..do.....	3	29	6.14			23
41	17	Single....	Basting puller.....	1½	44	4.88			8
42	55	Married..	Marker.....	5	48	7.00			4
43	19	Single....	Operator.....	3	36	15.00			16
44	28	..do.....	Bundle-room hand.....	3	48	7.50			4
45	27	..do.....	Operator.....	7	38	9.01	13	75.00	1
46	27	..do.....	Waist trimmer.....	8½	49	9.00			3
47	22	..do.....	Skirt maker.....	7½	47½	12.00			4½
48	24	..do.....	..do.....	7½	50	12.00			2
49	27	..do.....	Coat maker.....	11	47	9.16			5
50	27	..do.....	Pocket sewer.....	8	52	6.00			
51	26	..do.....	..do.....	9	49	12.00			3
52	21	..do.....	..do.....	4	49	12.00			3
53	21	..do.....	Coat baster.....	4	48	7.28			4
54	17	..do.....	Collar baster.....	3	46	5.91			6
55	20	..do.....	Collar liner.....	5	46½	4.34			½
56	23	Married..	Coat baster.....	6	45½	7.87	1½	10.00	6½
57	40	..do.....	Operator.....	4	48	7.59			4
58	17	Single....	..do.....	1½	39	3.72	8	44.00	5
59	27	..do.....	Buttonhole maker.....	14	45	8.89			7
60	22	..do.....	Collar maker.....	2	45	8.77			7
61	36	..do.....	Buttonhole maker.....	5	47½	7.00			4½
62	22	..do.....	Joiner and trimmer.....	5	49½	8.05			2½
63	27	..do.....	Waist maker.....	1	39	6.10	10	80.00	3
64	49	..do.....	Buttonhole maker.....	12	22	5.82			30
65	19	..do.....	Operator.....	3	47	15.00			5
66	17	..do.....	Pocket sewer.....	½	26	5.00			26

EMPLOYED IN GARMENT FACTORIES—Continued.

INDIANAPOLIS—Continued.

Regular working hours.												Working hours during overtime periods.				Individual number.
Normal season.				Dull season.				Busy season.								
Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per week.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per week.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per week.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per week.	
6 24	9	4½ 7½	49½ 52½									2	9	12 7½	58½	33
15	9½	5½	54	9	9½	5½	54	15	9½	5½	54	4	11½	9½ 5½	58½	34
14	9½	7½	54	18	5-7	5½	30	10	9½	7½ 7½	54	8	10½	9½ 7½	58½	35
21	8½	7½	51	26	6½	4	31½ 35½	4	8½	12½ 7½	58					36
30	9½	5½	54	6	9½	5½	54	4	9½	11½ 5½	58					37
25½	9½	4½	52	9	9½	4½	52	6	11½	9½ 4½	58					38
48	10	4½	54½									2	10	10½ 7½	58	39
25	9½	4½	52					4	10	8	58					40
29	9½	8	55½	9	7½	4½	37½ 42	6	10	8	58					41
40	9½	4½	51½	3	8	4	44	5	11½ 9½	10½ 4½	57½					42
28	9½	4½	51½					5	9½	4½	51½	3	9½	4½ 12½	57½	43
31	9½	4½	52									17	9½	7 12½	57½	44
27	9½	5	52½	5	9½	5	52½	2	9½	5	52½	4	9½	12 5	57½	45
14	9½	5	52½	13	9½	5	52½	7 12	10 9½	5 55	52½	1	10	7½	57½	46
24	9½	4½	53½	10½	9½	4½	53½	7	9½	4½	53½	6	9½	11½ 4½	57½	47
26	9½	4½	53½	11	9½	4½	53½	7	9½	4½	53½	6	9½	11½ 4½	57½	48
23	9½	7½	54	20	7½	4½	36½ 40½	4	10½	9½ 7½	57					49
13	9½ 9	4½	50½	30	5	4½	30	8	9½	4½	52	1	9½	4½ 12	57	50
14	9½	7½	54	16	7	4½	40 35	16	9½	7½	54	3	9½	7½ 10½	57	51
14	9½	7½	54	16	7	4½	40 35	16	9½	7½	54	3	9½	7½ 10½	57	52
25½	9½	7½	54	14½	7½	4½	36½ 40½	6	9½	7½	54	2	9½	7½ 10½	57	53
24½	9½	7½	54	13½	7½	4½	36½ 40½	6	9½	7½	54	2	9½	7½ 10½	57	54
21	9½	7½	54	22½	9½	4½	46½ 50½	3	9½	10½ 7½	57					55
27½	9	7½	52½	7	7½ 9	4½	45	7	9	7½	52½	4	10½	9 7½	57	56
23	9	4½	49½	13	8½	4½	46½	11	9	7½	52½	1	10½	9 7½	57	57
24	9½	7½	54	13	7½	4½	40½					2	10½	9½ 7½	57	58
23	9½	7½	54	16	6½	4½	33½ 38½	3	9½	7½	54	3	10½	9½ 7½	57	59
20	9½		57	10 5 6	6½ 9½	4½	33½ 38½ 28½	4	9½		57					60
45½	9½	4½	51½									2	9½	11½ 4½	56½	61
40½	9½	4½	52	3	9½	4½	52	4	9½	4½	52	2	9½	11½ 4½	56½	62
35	10	5½	55½					4	10	10½ 5½	56½					63
18	9½	7½	56½	4	7½	5	43½									64
39	9½	4½	52					5	9½	4½	52	3	9½	4½ 11½	56	65
9	9	7½	52½	13	6½	4½	37	3	9½	7½	55	1	9½	7½ 10½	56	66

WORKING HOURS AND EARNINGS OF WOMEN

INDIANAPOLIS—Continued.

Individual number.	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year.	Average weekly earnings.	Other employment.		Weeks of unemployment.
							Weeks.	Earnings.	
67	35	Single	Waist trimmer	10½	48½	\$6.51			13
68	17	do	Glove piecer	2½	49	6.95			1
69	22	do	Inspector	½	8	7.00	31	\$374.00	13
70	24	Married	Operator	½	6	4.45	24	144.00	22
71	15	Single	Glove turner	½	6	3.40	6	27.00	40
72	14	do	Inspector	½	4	1.89	5	26.50	43
73	20	do	Coat maker	4	45½	8.97			6½
74	59	Married	Operator	12½	46	7.50			6
75	15	Single	General helper	1½	50	4.07			2
76	19	do	Tag sewer	1	15	5.00	26	124.00	9
77	37	Separated	Operator	11½	46	7.50			6
78	33	Divorced	Repairer	11½	51	12.00			1
79	22	Single	Edge baster	2½	20	6.80			32
80	29	do	Hand sewer	10	48	12.00			4
81	(1)	Widowed	Forewoman	18	52	8.50			
82	23	Single	Assistant forewoman	2	17½	5.00	22	220.00	12½
83	18	do	Assistant bookkeeper	2½	50	6.52			2
84	25	do	Skirt maker	6	45	7.90			7
85	39	Divorced	Finisher	5	32	7.70	16	120.50	4
86	54	Separated	Glove hemmer and tipper	½	17	2.60			35
87	16	Single	Feller	½	8	6.00	42	277.20	
88	18	do	Glove operator	1	44	10.00			8
89	16	do	do	½	12	4.66			40
90	16	do	Glove turner	½	35½	3.45			16½
91	43	Married	Buttonhole maker	17	50½	8.67			1½
92	25	do	Operator	6	52	7.66			
93	36	Single	Serger	11	50	9.40			2
94	37	Widowed	Repairer	½	21	7.00			31
95	29	Single	Operator	10	50	(1)			2
96	42	Married	Presser	3½	38	6.09	11	63.50	3
97	29	Widowed	Labeler	1	52	3.20			
98	(1)	Married	Glove inspector	1½	49	5.05			3
99	24	Single	Shoulder baster	10	41	4.75			11
100	23	do	Embroiderer	6	50	8.00			2
101	37	Separated	Operator	½	20½	4.02			31½
102	43	Single	do	20	33½	5.00			18½
103	37	Widowed	Operator	½	11	5.55	6	36.00	35
104	14	Single	Errand girl	½	17	4.76			35
105	50	do	Hemmer, skirts	10½	50½	10.00			1½
106	17	do	Glove operator	2½	50½	9.50			1½
107	21	do	Feller	3	50	12.00			2
108	36	do	Operator	10	51	12.00			1
109	17	do	do	½	45	4.93			7
110	17	do	do	½	9	4.00			43
111	32	Divorced	Inspector	4	13	10.00	17	187.00	22
112	25	Married	Operator	4	43	9.21			9
113	35	Separated or divorced	do	6	52	9.25			
114	18	Single	Forewoman	5	48	8.75			4
115	24	Married	Operator	7	15	10.00			37
116	17	Single	do	3	51	7.92			1

¹ Not reported.

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INDIANAPOLIS—Continued.

Regular working hours.												Working hours during overtime periods.				Individual number.
Normal season.				Dull season.				Busy season.								
Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per week.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per week.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per week.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per week.	
33	9	4½	49½	7½	8½	4½	47					8	9	7½	52½	67
47	9	4½	49½									1	9	12½	55½	
8	10½	5½	55½									2	9	12½	55½	63
6	10	5½	55½											4½		70
6	9½	8	55½													71
1	10½	5½	55½													72
3	9	4½	49½													
20½	9½	7½	54	6	6½	6½	40½	9	9½	7½	54	5	9½	10½	55	73
31	9½	4½	53½	9	9½	4½	53½	6	9½	6½	55					74
50	10	4½	54½													75
15	9½	7½	55													76
43½	10	4½	54½	2½	10	4½	54½									77
51	9½	5½	54													78
(1)				12	9½		46½	8	9½	7½	54					79
1	9½	7½	54	(1)	5-7	4½	30	(1)	(1)	(1)	(1)					80
52	9		54					9½	9	4½	49½	8	9	8	53	81
50	9½	4½	53½													82
25	9	4½	49½	12	9	4½	49½	4	9	7½	52½	4	9	7½	53½	83
5	(1)	(1)	(1)	6	(1)	(1)		3	(1)	(1)	(1)					84
5	9	5	50½	9	9		36	4	9½	5½	53					85
2	9	4½	49½					14	9	4½	49½	1	9	12½	52½	86
8	9½	9½	52½													87
42	9	4½	49½									2	9	12	52½	88
11	9	4½	49½									1	9	12	52½	89
29½	9	4½	49½	13	8	4½	44½	18½	9	4½	49½	6	9	7½	52½	90
16	9	4½	49½	13	8½	4½	34½					3	9	7½	52½	91
35	9½	4½	52½	4	8½	4½	48									92
44	9½	5	52½	6	9½	5	52½									93
21	9½	5	52½													94
50	9½	5	52½													95
29	9	4½	49½					9	9	7½	52½					96
15½	9	7½	52½	21½	7	4½	39½	6	9	7½	52½					97
40	9	4½	49½	9	7		21					9	9	7½	52½	98
41	8½	8½	52½													99
41	9	4½	49½	7	9	4½	49½					2	9	7½	52½	100
3	9½	4½	52													101
14	9½	4½	52													102
33½	9½	4½	52													103
11	9	4½	49½	4	5	4½	29½	4	9½	4½	52					104
9	9½	4½	52													105
50½	9½	4½	52													106
50½	9½	4½	52													107
50	9½	4½	52													108
51	9½	4½	52													109
33	9½	4½	52	12	9½	4½	52									110
9	9½	4½	52													111
13	9½	4½	52													112
43	9½	4½	52													
26	8½	4½	47½													113
40	9½	4½	52													
26	9	4½	49½					8	9½	4½	52					114
15	9½	4½	52													115
42	9½	4½	52	9	9	4½	49½									116
11	9½	4½	52													

WORKING HOURS AND EARNINGS OF WOMEN

INDIANAPOLIS—Continued.

Individual number.	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year.	Average weekly earnings.	Other employment.		Weeks of unemployment.
							Weeks.	Earnings.	
117	20	Single	Operator	1½	51½	\$3.94			½
118	23	do.	do.	2	52	5.00			
119	69	Widowed	Finisher	1	34½	4.53			17½
120	45	Single	Inspector, shirts	23	50½	8.00			1½
121	18	do.	Operator	2½	50	9.83			2
122	21	do.	Pocket sewer	3	48½	7.32			3½
123	19	do.	do.	5	51½	12.26			½
124	42	do.	Bander, shirts	23	48	9.00			4
125	33	Married	Forewoman	14	49	20.00			3
126	27	do.	Coat maker	6	23½	12.00			28½
127	39	do.	Stock keeper	3½	44	9.55			8
128	18	Single	Bundler	3½	51½	7.63			½
129	26	do.	Scalloper	8	46	10.71	2	\$30.00	4
130	15	do.	Inspector	½	18	3.85			34
131	20	do.	Operator, forewoman	2½	48	10.00			4
132	43	Widowed	Buttonhole maker, forewoman	11	45½	8.00			7½
133	24	Married	Hemstitcher	(1)	28	10.00			24
134	15	Single	Cuff maker, gloves	1½	22½	4.16			29½
135	20	do.	Glove piecer	1½	47½	5.50			4½
136	19	do.	do.	1½	46½	6.50			5½
137	19	do.	Glove maker	2	49	8.00			3
138	30	do.	do.	9½	48	7.50			4
139	17	do.	do.	(1)	27	8.00			25
140	20	Married	do.	3	47	9.00			5
141	15	Single	do.	½	5	4.00	8	37.00	39
142	17	do.	do.	½	13	4.00	37	185.00	2
143	19	do.	Timekeeper	4	50	6.30			2
144	33	do.	Forewoman	20	51	14.00			1
145	15	do.	Glove inspector	1½	48	4.13			4
146	15	do.	Glove turner	1½	35	3.00			17
147	14	do.	Glove inspector	½	24	5.00			28
148	17	do.	Glove turner	2	50	9.00			2
149	17	do.	Glove operator	2½	38	8.00			14
150	18	do.	Glove inspector	3½	38	8.00			14
151	35	do.	Operator	8	52	8.00			
152	14	do.	Glove repairer	½	11	3.36	26	104.00	15
153	25	do.	Operator	2½	13	10.50			39
154	15	do.	Glove operator	½	7½	1.55			44½
155	19	do.	Glove piecer	3	48½	5.50			3½
156	17	do.	Glove operator	2½	45	7.50			7
157	14	do.	do.	½	6	4.50			46
158	23	do.	do.	4½	50	8.00			2
159	23	do.	Glove piecer	½	10½	6.29			41½
160	24	do.	do.	½	12	6.38			40
161	15	do.	Glove turner	1½	50½	4.00			1½
162	28	do.	Glove piecer	5½	49	10.50			3
163	14	do.	Glove turner	1	40½	4.00			11½
164	19	do.	Operator	1	48	6.07			4
165	14	do.	Glove inspector	½	10	2.58			42
166	14	do.	do.	½	15½	4.00			36½
167	14	do.	Glove turner	½	8½	3.00			43½
168	22	do.	Sample maker, gloves	7	50	6.50			2
169	17	do.	Cuff hemmer, gloves	3	47	6.50			5
170	21	do.	Collar-machine operator	5	51	8.12			1
171	26	do.	do.	5	51	8.12			1
172	36	do.	Operator	12	46	(1)			6

1 Not reported.

EMPLOYED IN GARMENT FACTORIES—Continued.

INDIANAPOLIS—Continued.

Regular working hours.												Working hours during overtime periods.				Individual number.
Normal season.				Dull season.				Busy season.								
Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per week.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per week.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per week.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per week.	
39½	9	7	52	4	9	7	52	8	9	7	52					117
40	9	7	52	4	9	7	52	8	9	7	52					118
30½	9	4	49					4	9	7	52					119
32½	8½	7½	52					18	8½	7½	52					120
41½	8½	4½	48													121
8½	9½	4½	52													122
25½	9½	4½	50½	11	6½	4½	40	10	9½	4½	50½	2	9½	{ 4½ 10½ }	51½	122
16	9½	4½	50½	13	9½	4½	{ 46½ 50½ }	22½	9½	7½	54					123
21	8½	8	51½	14	8		48	13	8½	8	51½					124
39	9½	4½	51½					10	9½	4½	51½					125
19½	9½	4½	51½													126
4	8½	4½	48													127
40	9	4½	49½					4	9	{ 11 4½ }	51½					128
43	8½	4½	48									8	8½	{ 11½ 4½ 10½ }	51	129
35	8½	4½	47					8	8½	4½	47	3	8½	{ 10½ 4½ 10½ }	51	130
16	9	4½	40½									2	9	{ 10½ 4½ 10½ }	51	131
48	9½	4½	51													132
45½	9½	4½	50½													133
9	9	5	50					19	9	5	50					134
22½	9	5	50													135
47½	9	4½	49½													136
46½	9	4½	49½													137
49	9	4½	49½													138
48	9	4½	49½													139
27	9	4½	49½													140
47	9	4½	49½													141
5	9	4½	49½													142
13	9	4½	49½													143
50	9	4½	49½													144
51	9	4½	49½													145
48	9	4½	49½													146
35	9	4½	49½													147
24	9	4½	49½													148
50	9	4½	49½													149
38	9	4½	49½													150
38	9	4½	49½													151
33½	9	4½	49½	8½	9	4½	49½	10	9	4½	49½					152
11	9	4½	49½													153
13	9	4½	49½													154
7½	9	4½	49½													155
44½	9	4½	49½	4	9	4½	49½									156
45	9	4½	49½													157
6	9	4½	49½													158
50	9	4½	49½													159
7½	9	4½	49½	3	9	4½	31½									160
9	9	4½	49½	3	9	4½	31½									161
23½	9	4½	49½	13	9	4½	49½	14	9	4½	49½					162
49	9	4½	49½													163
40½	9	4½	49½													164
41	9	4½	49½													165
4	8½	4½	48	3	9	4½	49½									166
7	9	4½	49½					3	9	4½	49½					167
15½	9	4½	49½													168
8½	9	4½	49½													169
50	9	4½	49½													170
47	9	4½	49½													171
30	9	4½	49½	9	9	4½	49½	12	9	4½	49½					172
30	9	4½	49½	9	9	4½	49½	12	9	4½	49½					173
38	9	4	49	4	9	4	49	4	9	4	49					174

* Includes 1 week's vacation with pay.

WORKING HOURS AND EARNINGS OF WOMEN

INDIANAPOLIS—Continued.

Individual number.	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year.	Average weekly earnings.	Other employment.		Weeks of unemployment.
							Weeks.	Earnings.	
173	20	Single.....	Inspector.....	3	51	\$7.05			1
174	31	..do.....	Operator.....	5	49	9.00			3
175	35	..do.....	Collar-machine operator.....	10½	48½	10.00			3½
176	42	Married...	Operator.....	7	20	5.25			32
177	17	Single.....	Finisher.....	1½	50	5.00			2
178	17	..do.....	Inspector.....	3½	9	4.25	30	\$90.00	13
179	19	..do.....	Operator.....	3	51	11.02			1
180	35	Married...	Finisher.....	5	32	8.00			20
181	36	Widowed...	Operator.....	1	17	7.75			45
182	48	Single.....	Forewoman.....	8	51½	10.87			1
183	40	..do.....	Assistant forewoman.....	23	49½	12.00			2½
184	42	..do.....	Operator.....	25	50½	9.00			1½
185	23	..do.....	Buttonhole maker.....	4	47½	9.91			4½
186	35	..do.....	Necktie maker.....	15	50	9.97			2
187	40	..do.....	Inspector.....	5	50	8.00			2
188	34	..do.....	Finisher.....	12	51	8.75			1
189	25	..do.....	Buttonhole maker.....	6	48½	7.11			3½
190	18	..do.....	Operator.....	1½	49	6.48			3
191	24	..do.....	..do.....	4	49½	6.00			2½
192	22	..do.....	Finisher.....	3	45	9.00			7
193	35	..do.....	Operator.....	1½	50	8.50			2
194	23	Married...	..do.....	3½	22	9.00	4	24.00	26
195	21	Single.....	..do.....	3	47	5.00			5
196	25	..do.....	Feller.....	7½	46	6.00			6
197	38	..do.....	Inspector.....	15	49	8.75			1
198	25	..do.....	Operator.....	8	51	10.00			1½
199	35	..do.....	..do.....	1	50½	8.00			1
200	34	Divorced...	..do.....	6½	51	11.78			1
201	25	Single.....	Inspector.....	7	52	8.50			8
202	37	..do.....	Button sewer, machine.....	10½	49	11.50			16
203	40	Widowed...	Feller.....	10½	36	11.50			5
204	29	Single.....	Operator.....	4½	47	8.00			1½
205	50	..do.....	Sleeve feller.....	20	52	7.00			4
206	24	..do.....	Operator.....	1½	50½	8.50			1½
207	20	Married...	..do.....	5½	48	14.25			4
208	32	Divorced...	Strap maker.....	1½	28	5.00	16½	72.50	7½
209	19	Single.....	Coat maker.....	1½	46	6.80	4	32.00	2
210	30	..do.....	Presser.....	1	4	6.00			48
211	30	..do.....	..do.....	7	29	10.00			23
212	29	Widowed...	Operator.....	4	44	9.50			8
213	21	Single.....	Coat maker.....	1½	46½	6.81	4	32.00	11
214	19	..do.....	..do.....	1½	35½	7.36	16	72.00	1½
215	21	..do.....	Folder.....	13	13	6.00			39
216	19	..do.....	..do.....	13	44	6.00			8
217	32	..do.....	Operator.....	12	44	10.00			2
218	21	..do.....	..do.....	1½	50	8.00			30½
219	26	..do.....	Body maker, coats.....	12½	27	5.00			25
220	26	Married...	Operator.....	2½	33	11.58			19
221	28	Widowed...	Collar maker.....	4	50	8.73			2
222	35	Single.....	Operator.....	10	44½	11.10			7½
223	29	..do.....	Coat maker.....	12	48	7.45			4
224	26	..do.....	Bander, overalls.....	4	49	8.60			3
225	40	..do.....	Bander, shirts.....	12	50	10.54			2
226	33	..do.....	Inspector.....	5	44	12.57			8
227	44	Widowed...	..do.....	13	43	10.25			9
228	28	Single.....	Feller.....	9	51	11.00			1
229	28	..do.....	Bander.....	7½	42	9.29			10
230	25	Divorced...	..do.....	4	50	8.00			2
231	18	Single.....	Strap maker.....	1	48	8.46			4½
232	26	..do.....	Operator.....	9					

1 Not reported.

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INDIANAPOLIS—Continued.

Regular working hours.												Working hours during overtime periods.				Individual number.
Normal season.				Dull season.				Busy season.				Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per week.	
Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per week.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per week.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per week.					
41	9	4	49	10	7½	4	41½									173
37	9	4	49	12	8	4	44									174
48½	9	4	49													175
10	9	4	49													176
10	8½	4½	48													177
40	9	4	49	10	8	4	44									178
2	9	4	49	7	8	4	44									179
30	9	4	49	8	8	4	44									180
32	9	4	49													181
17	9	4	49													182
47½	8½	4½	48					4	8½	4½	48½					183
34½	8½	4½	48½	15½	8½	4½	48½									184
50½	8½	4½	48	3	8½	4½	39½									185
44½	8½	4½	48													186
50	8½	4½	48	4	6½	4½	38									187
42	8½	4½	48													188
51	8½	4½	48	9	8½	4½	45½	12	8½	4½	48					189
25½	8½	4½	48	2	8½	4½	48									190
9	8½	4½	48													191
40	(1)	(1)	(1)													192
49½	8½	4½	48													193
45	8½	4½	48													194
50	8½	4½	48													195
22	8½	4½	48	8	8½	4½	48									196
39	8½	4½	48	(1)	8½	4½	48									197
(1)	8½	4½	48	10	8½	4½	48									198
39	8½	4½	48	(1)	8½	4½	48									199
50½	8½	4½	48													200
26	8½	4½	48	25	8½	4½	40									201
49½	8½	4½	48	2½	8½	4½	48									202
49	8½	4½	48													203
36	8½	4½	48													204
47	8½	4½	48													205
28	8½	4½	48	11	8½	4½	48	13	8½	4½	48					206
50½	8½	4½	48													207
39	8½	4½	48													208
9	8½	4½	48													209
28	8½	4½	48													210
43	8½	4½	48	3	8½		35									211
4	8½	4½	48													212
29	8½	4½	48													213
22	8½	4½	48	22	8½	4½	48									214
43½	8½	4½	48	3	8½		35									215
28½	8½	4½	48	7	8½	4½	39½									216
13	8½	4½	48													217
13	8½	4½	48													218
32	8½	4½	48					12	8½	4½	48					219
50	8½	4½	48													220
12½	8½	4½	48													221
27	8½	4½	48													222
26	8½	4½	48	7	8½	4½	48									223
39	8½	4½	48	7	8½		34½	4	8½	4½	48					224
39	8½	4½	48	15½	8½		34½									225
39	8½	4½	48	9	8½		34½									226
42½	8½	4½	48	6½	8½		34½									227
37	8½	4½	48	9	8½		34½	4	8½	4½	48					228
35	8½	4½	48	3	8½	4½	48									229
				6	8½	4½	48									230
				12	8½	4½	48									231
				9	8½	4½	48									232
21½	8½	4½	48													233
34	8½	4½	48	17	8½		34½									234
27	8½	4½	48	15	8½		34½									235
50	8½	4½	48													236
23½	8½	4½	48	15	8½		34½									237
				9½	8½	4½	48									238

WORKING HOURS AND EARNINGS OF WOMEN

INDIANAPOLIS—Concluded.

Individual number.	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year.	Average weekly earnings.	Other employment.		Weeks of unemployment.
							Weeks.	Earnings.	
233	20	Separated.	Operator.....	4	39½	\$8.71			12½
234	25	Single.....	Coat maker.....	4	50½	8.84			1½
235	21	do.....	Feller.....	3	50	5.80			2
236	30	do.....	Operator.....	8	49½	9.72			2½
237	40	Widowed.	do.....	4	48½	4.84			3½
238	29	Single.....	do.....	7	49½	9.25			2½
239	21	do.....	Assistant forewoman.	1½	47½	5.99			3½
240	24	do.....	Operator.....	8	40½	8.80			11½
241	(1)	do.....	Buttonhole maker.	27	49	14.36			3
242	41	Married.	Pocket maker.	6½	29	9.00			20
243	40	Widowed.	Operator.....	3	49	12.00			
244	22	Single.....	Buttonhole maker.	8	49	9.29			3
245	27	do.....	Operator.....	8	45	9.61			7
246	23	do.....	do.....	5	50	8.04			2
247	25	do.....	Inspector.....	10	50	8.88			2
248	35	do.....	do.....	20	48½	11.04			3½
249	23	Married.	Finisher.....	4	23	9.00	26	\$208.00	3
250	38	do.....	Operator.....	1	48	10.75			4
251	15	Single.....	Marker.....	1½	11	4.24			41
252	24	do.....	Bookkeeper.....	7	25½	16.00			
253	23	do.....	Joiner and hemmer.	4	42	6.98			10
254	31	Married.	Operator.....	15	49	5.50			3
255	44	Widowed.	Hemmer.....	5	51	9.00			1
256	23	Single.....	Buttonhole maker.	8	49½	11.76			2½
257	17	do.....	Operator.....	(1)	52	6.00			
258	35	Married.	Shoulder baster.	3½	39	19.00			13
259	(1)	Single.....	Vest maker.....	8	48	6.00			4

TERRE HAUTE.

1	34	Single.....	Buttonhole maker.....	15½	37	\$12.00			15
2	34	do.....	do.....	17½	46½	12.00			5½
3	30	do.....	Operator.....	½	17½	6.32			34½
4	17	do.....	Presser.....	2	45½	3.00			6½
5	29	do.....	Operator.....	9	20	8.00	6	\$24.00	26
6	57	do.....	do.....	24	52	6.91			
7	18	do.....	do.....	½	17½	8.00			34½
8	21	do.....	do.....	½	15½	5.00			36½
9	31	do.....	Strap maker.....	15	41	8.00			11
10	60	do.....	Hemmer.....	20	52	4.91			
11	40	Widowed.	Operator.....	2½	11½	7.00	22	200.00	18½
12	23	Single.....	Baster.....	5½	47	4.50			5
13	17	do.....	Feller.....	1½	48½	7.51			3½
14	52	Widowed.	Operator.....	3½	46½	5.00			5½
15	35	Single.....	Finisher.....	12	50	7.00			2
16	22	do.....	Pants maker.....	6	4	5.00	35	103.00	13
17	27	do.....	Operator.....	9	7	3.00			45
18	18	do.....	do.....	½	13	3.75	6	30.00	33
19	25	Separated.	Pocket maker.....	10½	31	6.50			21
20	30	Single.....	Operator.....	12½	42½	7.00			9½
21	38	Married.	General worker.....	½	8	6.00			44
22	15	Single.....	Operator.....	½	34	5.50			18

1 Not reported.

2 Including 2 weeks' vacation with pay.

EMPLOYED IN GARMENT FACTORIES—Continued.

INDIANAPOLIS—Concluded.

Regular working hours.												Working hours during overtime periods.				Individual number.
Normal season.				Dull season.				Busy season.								
Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per week.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per week.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per week.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per week.	
22½	8½	4½	48	17	8½		34½									233
46½	8½	4½	48	4	8½		34½									234
23	8½	4½	48	27	8½		34½									235
34	8½	4½	48	15½	8½		34½									236
23½	8½	4½	48	25	8½		34½									237
49½	8½	4½	48													238
47½	8½	4½	48													239
36½	8½	4½	48	4	8½		34½									240
45	8½	4½	48	4	8½		34½									241
29	8½	4½	48													242
49	8½	4½	48													243
37½	8½	4½	48	11½	8½	4½	48									244
29	8½	4½	48	16	8½	4½	48									245
34	8½	4½	48	16	8½	4½	34½									246
34	8½	4½	48	12	8½	4½	48									247
38½	8½	4½	48	10	8½	4½	35									248
10	8½	5½	48					13	8½	5½	48					249
48	8½	4½	47½													250
2	8½	4½	47	9	6	4½	34½									251
34	8½	4	45½					18	8½	5½	47					252
28	8½	4	46½	2	8½	4	46½									253
12	8½	4	42½													254
49	8½	4	42½													255
51	7½	3½	40½													256
16	9½	4½	50½	13	9½	4½	46½	60½	9½	7½	54					257
26	9½	(1)	(1)	13	6½	(1)	(1)	13	(1)	(1)	(1)					258
13	(1)	(1)	(1)	17	(1)	(1)	(1)	9	(1)	(1)	(1)					259
7	(1)	(1)	(1)	16	(1)	(1)	(1)	25	(1)	(1)	(1)					259

TERRE HAUTE.

35	10	8	58									2	12½	8	65½	1
33½	10	8	58	11	9	5	50					2	10	8	63	2
16	10	5	55									1½	12½	5	62½	3
19	9	8½	53½									1	12½	5	62½	4
25½	10	5	55									1	12½	5	62½	5
19	10	5	55									1	12½	5	62½	6
39	10½	8½	61	13	10½	5	57½									7
15½	9½	5	52½									2	11½		59½	8
15½	10	8	58													9
34	10	8	58	7	9	5	50									10
13	9½	8	55½	39	10	5	45									11
11	9½	8	55½													12
40	9½	8½	56	7	8½	4	46½									13
36½	9½	8	55½	12	9½	5	52½									14
36½	9½	5	62½	10	9½	5	52½									15
42	9½	8	55½	8	9½	5	52½									16
4	9½	8	55½													17
7	9½	8	55½													18
13	9½	8	55½													19
19½	9½	8	55½	11½	9½	5	45									20
33	9½	8	54½	9½	8½	5	46½									21
8	9		54													22
34	9½	7½	53½									12	9½	7½	53½	22

* Over one year and less than two.

WORKING HOURS AND EARNINGS OF WOMEN

TERRE HAUTE—Concluded.

Individual number.	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year.	Average weekly earnings.	Other employment.		Weeks of unemployment.
							Weeks.	Earnings.	
23	26	Single	Forewoman	12	52	\$10.00			
24	24	do	do	11	51	10.00			1
25	27	do	Operator	2	14	8.00			38
26	60	Widowed	Finisher	18	29	4.75			23
27	24	do	Operator	4 $\frac{1}{2}$	40	7.00			12
28	22	Single	do	4 $\frac{1}{2}$	31	5.44			21
29	17	do	Strap maker	2	41	4.50			11
30	29	do	Operator	5	16	4.75			36
31	40	Married	do	1	13	7.26			39
32	26	do	do	1	34	4.50			18
33	20	Single	Belt-strap maker	7	51	8.00			1
34	25	Separated	Inspector	4	48	6.53			4
35	21	Single	Finisher	3	12 $\frac{1}{2}$	5.50			36 $\frac{1}{2}$
36	24	Married	Operator	3 $\frac{1}{2}$	14	4.00	14	\$182.00	25 $\frac{1}{2}$
37	23	Single	do	3	37 $\frac{1}{2}$	10.00			14 $\frac{1}{2}$
38	19	do	Button sewer, machine	3	44	4.50			8
39	23	do	Operator	9	45	7.00			7
40	20	do	do	1 $\frac{1}{2}$	40 $\frac{1}{2}$	7.55			11 $\frac{1}{2}$
41	30	do	do	13	46	8.00			6

EVANSVILLE.

1	23	do	Waist maker	10	40	\$10.05			12
2	25	do	do	15	39 $\frac{1}{2}$	7.50			12 $\frac{1}{2}$
3	17	do	Strap maker	1	15	3.25	35	\$130.25	2
4	30	do	Skirt draper	12	44	9.00			8
5	17	do	Operator	4	50	4.50			2
6	21	do	Sleeve maker	7	35	6.06			17
7	25	do	Waist maker	10	40	7.75			12
8	15	do	Learner	1 $\frac{1}{2}$	43	2.53			9
9	27	do	Lining maker	12	37	10.00			15
10	40	Widowed	Hemmer	5	50	7.00			2
11	21	Single	Embroiderer	2 $\frac{1}{2}$	41	5.08			11
12	21	do	Operator	5	40	5.39			12
13	18	do	Stock checker	1	49	7.06			3
14	30	do	Waist maker	10	44	10.42			8
15	22	do	Skirt maker	8	40	8.61			12
16	21	do	Operator	3 $\frac{1}{2}$	13	7.50	39	346.50	
17	16	do	do	1	13	3.32	38	190.00	1
18	19	do	do	5	31	7.50			21
19	35	do	Coat maker	4 $\frac{1}{2}$	37	13.00			15
20	18	do	Sleeve hand	4	42	3.70			10
21	22	do	Operator	6	41 $\frac{1}{2}$	6.00			10 $\frac{1}{2}$
22	20	do	General worker	6	49	8.00			3
23	29	do	Designer	11	43	12.00			9
24	31	do	Skirt hanger	6	36	7.50			16
25	23	do	Stock girl and packer	5	39	5.50			13
26	28	do	Head coat maker	14	46	12.00			6
27	22	do	Skirt maker	7	36	7.18			16
28	21	do	Dressmaker	6	44	7.00			8
29	29	do	Bookkeeper	5	41	10.00			11
30	24	do	Operator	12	41	7.50			11
31	56	do	Finisher	7	36	7.34			16
32	29	do	Forewoman	6	39	19.62			13
33	23	do	Stenographer	6	41	7.00			11
34	20	do	Operator	2 $\frac{1}{2}$	50	4.00			2
35	35	do	do	15	37	5.03	13	78.00	2

¹ Not reported.

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TERRE HAUTE—Concluded.

Regular working hours.											Working hours during overtime periods.				Individual number.
Normal season.				Dull season.				Busy season.							
Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per week.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per week.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per week.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per week.
39	9	8½	53½	13	9	4½	49½								23
38	9	8½	53½	13	9	4½	49½								24
14	9	8½	53½												25
17	9	8½	53½	12	9	4½	49½								26
36	9	8	53	4	9	4½	49½								27
31	9	7½	52½												28
35	9	7½	52½	6	9	4½	49½								29
16	9½	5	52½												30
13	8½		52½												31
21	8½	7½	51	13	8½	3¾	47½								32
38½	8½		51	12½	8½	4½	47								33
39	8½	7½	50	9	8½	4	46½								34
15½	8½	6½	48												35
12½	8½	4½	48												36
37	8	7	47	3	8	4	44								37
34	8½	4½	46½	10	8½	4½	46½								38
35	7½	6½	45½	10	7½	3¾	42½								39
37½	8	4	44	3	8	4	44								40
36	7½	6	43½	10	7½	4½	41½								41

[illegible]

WORKING HOURS AND EARNINGS OF WOMEN

EVANSVILLE—Concluded.

Individual number.	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year.	Average weekly earnings.	Other employment.		Weeks of unemployment.
							Weeks.	Earnings.	
36	20	Single	Operator.....	5	42	\$5.00	1½	\$5.85	8½
37	23	do.	Collar machine operator.....	5	42	6.00	1½	5.85	8½
38	19	do.	Seamer.....	2	44	4.93			8
39	28	Single	Dressmaker.....	6½	41½	9.00			10½
40	34	do.	Waist maker.....	15	40	8.00			12
41	40	do.	Forewoman.....	15	50	8.25			2
42	25	do.	Operator.....	7	45	8.50			7
43	40	do.	do.....	22	26	4.50			26
44	15	do.	Errand girl.....	½	30½	2.55			21½
45	23	do.	Checker.....	½	44	6.00			8

FORT WAYNE.

1	28	Single	Forewoman.....	10	52	\$10.00			
2	50	do.	Operator, gloves.....	30	49	8.14			3
3	25	do.	do.....	10	46	7.85			6
4	44	do.	Body maker, waists.....	8	49	7.73			3
5	27	do.	Head sample maker, waists.....	9	49	7.28			3
6	28	do.	Body maker, waists.....	9	50	8.73			2
7	31	do.	do.....	12	50½	7.41			1½
8	29	do.	Operator, gloves.....	4	42	11.50			9
9	39	do.	Body work, waists.....	15	47½	8.00			4½
10	37	do.	Head sample maker, waists.....	21	49	8.82			3
11	20	Married	Operator, gloves.....	5½	47	5.00			5
12	40	Single	Buttonhole maker.....	17	49	8.90			3
13	30	do.	Timekeeper.....	15	52	10.00			
14	29	do.	Forewoman.....	13	52	12.00			
15	32	do.	Buttonhole maker.....	17	45	7.55			7
16	31	do.	Operator.....	14½	51	6.50			1
17	24	do.	Operator, gloves.....	5½	48	9.50			4
18	22	do.	do.....	8	45	9.00			7
19	20	do.	Glove turner.....	5	43	8.25			9
20	30	do.	Inspector, gloves.....	3	47	8.50			5
21	29	do.	Operator, gloves.....	11	45	6.82			7
22	16	do.	do.....	½	25	6.25	19	\$95	8
23	30	do.	do.....	13	50	8.75			2
24	17	do.	Bundler, gloves.....	2	48	7.75			4
25	21	do.	Operator, gloves.....	5	48	8.00			4
26	19	do.	Inspector, gloves.....	3	43	6.50			9
27	38	do.	Operator, gloves.....	8	48	8.57			4
28	25	do.	do.....	4	47	8.50			5
29	27	do.	do.....	5	47	9.50			5
30	22	do.	Sample maker, gloves.....	7	52	7.02			
31	22	Separated	Operator, gloves.....	12	22	8.64			30
32	28	Single	do.....	10	22	(*)			30
33	18	do.	Gloves, turner.....	4	49	4.19			3
34	33	do.	Operator, gloves.....	5	36	10.85			16
35	26	do.	do.....	9	44	10.00			8
36	17	do.	Checker out.....	2½	47	6.87			5

* Including 2 weeks' vacation with pay.

* Including 3½ weeks with pay (½ week, flood).

EMPLOYED IN GARMENT FACTORIES—Continued.

EVANSVILLE—Concluded.

Regular working hours.												Working hours during overtime periods.				Individual number.
Normal season.				Dull season.				Busy season.								
Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per week.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per week.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per week.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per week.	
42	10	5	55													36
42	10	5	55													37
36	10	5	55	8	9	5	45									38
37½	9		54					2	9		54	2	9	9½	55	39
40	9		54													40
50	9½	4½	52													41
45	9½	4½	52													42
26	9½	4½	52													43
8	8½		51													44
18½	8½	4½	48	4	8½		51									44
44	9	4½	49½													45

FORT WAYNE.

44	10	5	55					7	10	5	55	1	12	5	65	1
31	10	5	55	14	9	5	50	4	12½	{ 10 5 }	63½					2
26	10	5	55	16	9	5	50	4	12½	{ 10 5 }	62½					3
26	9½	4½	52	{ 7 4 }	8 9½	4 4½	44 52	11	9½	8½	56	1	11½	{ 9½ 8½ }	62	4
23	9½	4½	52	17	8	4½	44½	3	9½	8½	56	6	11½	{ 9½ 8½ }	62	5
36	9½	4½	53½	11	8½	4	45½	3	12½	{ 4½ 9½ }	60½					6
43	9½	4½	52	4½	8	4	44	1	9½	4½	52	2	12	{ 9½ 4½ }	59½	7
41	10	5	55									2	10	9	59	8
26½	9½	4½	52	{ 8 8 }	9½ 8	4½ 4	52 44	5	11½	{ 4½ 9½ }	58					9
31	9½	4½	62	14	8	4	44	4	11½	{ 4½ 9½ }	58					10
{ 32 15 }	10	{ 4 8 }	{ 54 58 }													11
35	9½	4½	50½	12	8½	4	47½					2	11½	{ 9½ 4½ }	57½	12
40	9½	4½	50½	8	7½	4	42½	4	11½	{ 9½ 4½ }	56½					13
42	9½	4½	50½	7	7½	3½	42½	3	11½	{ 9½ 4½ }	56½					14
34	9½	4½	50½	10	8	3½	43½					1	10½	{ 9½ 4½ }	55	15
51	{ 10 9 }	5 4½	55 49½													16
48	10	5	55													17
45	10	5	55													18
43	10	5	55													19
47	10	5	55													20
37	10	5	55	8	9	5	50									21
25	10	5	55													22
50	10	5	55													23
48	10	5	55													24
48	10	5	55													25
41	10	5	55													26
34½	10	5	55	2	10	5	55									27
47	10	5	55	14	8	5	45									28
47	10	5	55													29
43	10	5	55	9	9	5	50									30
14	10	5	55	8	9	5	50									31
22	10	5	55													32
{ 39 10 }	9	5	50													33
36	9½	5	54½													34
44	9½	5	54½													35
47	9½	5	54½													36

² Including 2 weeks' vacation and 1 week factory closed on account of floods, with pay.

⁴ Not reported.

WORKING HOURS AND EARNINGS OF WOMEN

FORT WAYNE—Concluded.

Individual number.	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year.	Average weekly earnings.	Other employment.		Weeks of unemployment.
							Weeks.	Earnings.	
37	29	Single.	Operator, gloves	11	48	\$10.00			4
38	26	do.	do.	6½	47	7.75			5
39	18	do.	Inspector, gloves	3	46	7.00			6
40	30	do.	Sample maker, waists	3	48	7.73			4
41	39	do.	Finisher, waists	24	48	7.37			4
42	21	do.	Operator	8	46	5.39			5
43	22	do.	do.	6	43	6.72			9
44	27	do.	Forewoman	3	48	8.00			4
45	33	Married	Inspector	½	15	5.96	26	\$208.90	11
46	30	do.	Splitter, waists	2½	51	7.12			4
47	28	do.	Box plaiter, waists	½	36	8.00	12	102.00	4
48	36	do.	Trimmer, waists	18	36	11.00			16
49	20	do.	Sleeve maker, waists	½	10½	5.25	37½	225.00	5
50	24	do.	Hammer, waists	8	47	8.11			6
51	32	do.	Button sewer, machine	16	46	(1)			6
52	38	do.	Trimmer, waists	10	44½	8.55			7½
53	28	do.	Sleeve setter, waists	10	44	8.37			6
54	31	do.	Trimmer, waists	11	46	8.37			1
55	35	do.	do.	13½	31	11.00			46
56	14	do.	Gloves, former	½	6	2.83			6
57	15	do.	Glove turner	1½	46	8.00			25
58	15	do.	Operator, gloves	½	16	4.50	11	24.00	27
59	14	do.	do.	½	23	3.00	2	3.62	41
60	14	do.	do.	½	8	4.00	3	3.75	41
61	14	do.	do.	½	11	3.00			38
62	15	do.	Glove former and inspector	½	14	3.63			5
63	15	do.	Operator, gloves	1½	47	9.89			40
64	14	do.	Glove former and inspector	½	12	2.50			38½
65	15	do.	Operator, gloves	½	4½	2.50	9	22.50	8
66	17	do.	Button sewer, machine	½	9	6.00	2	9.00	4
67	16	do.	Operator	½	44	6.50			41
68	17	do.	do.	1½	48	7.73			22
69	22	Married	Finisher and pocket maker	3½	11	5.00			½
70	29	Single	Button sewer, machine	8	6	8.00	24	237.60	4
71	39	Widowed	Operator	2	51½	10.00			35
72	16	Single	Strap maker	2	51½	8.00			49
73	40	do.	Operator, gloves	2	48	9.00			34½
74	31	do.	Tucker, waists	10	52	9.10			9
75	15	do.	Operator, gloves	½	13	4.00	4	10.00	5
76	15	do.	do.	½	3	3.83			26
77	15	do.	Glove former and inspector	½	14½	5.00	3	6.00	6
78	30	do.	Sleeve setter, waists	6	43	7.91			2
79	34	do.	Operator	18	47	8.83			19
80	22	Married	Operator, gloves	6	26	8.00			8
81	(1)	Single	do.	5½	46	4.43			5
82	39	Married	do.	7	50	6.53			1
83	25	Single	Inspector	4	33	4.38			2
84	22	do.	Operator	5	44	4.09			8
85	23	do.	Glove closer	8	47	6.83			5
86	34	do.	Sleeve setter, waists	12	51	12.00			1
87	33	do.	Presser, waists	17	50	(1)			2

SOUTH BEND.

1	19	Single	Operator	½	11	\$3.52	1	\$3.15	40
2	19	do.	Folder	½	25½	2.51			26½
3	35	Widowed	Operator	8	52	9.00			6
4	25	Single	Ironer	1½	46	5.87			4
5	15	do.	Operator	1½	48	4.28			3
6	22	do.	Timekeeper	4½	49	11.00			

¹ Not reported.

EMPLOYED IN GARMENT FACTORIES—Continued.

FORT WAYNE—Concluded.

Regular working hours.													Working hours during overtime periods.				Individual number.
Normal season.				Dull season.				Busy season.				Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per week.		
Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per week.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per week.	Wks. employed.	Hrs. usual day.	Hrs. exceptional day.	Hrs. per week.						
48	9½	4½	53½														37
47	9½	4½	53½														38
46	9½	4½	53½														39
31	9½	4½	50½	8	7½	4½	43½	9	9½	7½	53½						40
27½	8½	4½	48½	11½	8	4½	44½	9	8½	8	50½						41
34	9½	4	52½	12	7½	4	42½										42
32	9½	4½	52	11	8	4	44										43
30	9½	4½	52														44
18	9	4½	49½														45
15	9	4½	49½	8	7½	4½	43½	12	9½	4½	50½	1	9	7	52		46
31	9½	4½	50½	6	7½	3½	42½										47
30	9½	4½	50½														48
36	9½	4½	50½														49
10½	9½	4½	50½														50
39	9½	4½	50½	8	7½	4½	42½										51
34	9½	4½	50½	12	8½	3½	47½										52
32½	9½	4½	50½	13½	8	3½	43½										53
39½	9½	4½	50½	5	7½	3½	42½										54
40	9½	4½	50½	6	7½	3½	42½										55
37	9½	4½	50½	14	7½	3½	42½										56
6	9	5	50														57
46	9	5	50														58
16	9	5	50														59
23	9	5	50														60
8	9	5	50														61
11	9	5	50														62
14	9	5	50														63
46	9	5	50														64
1	9½	4½	50														65
12	9	5	50														66
4½	8½	5	49½														67
9	9	4½	49½														68
34	9	4½	49½					10	9	4½	49½						69
36	9	4½	49½					12	9	4½	49½						70
11	9	4½	49½														71
6	9	4½	49½														72
51½	9	4½	49½														73
51½	9	4½	49½														74
44	9	4½	49½	4	9	4½	49½										75
38	9	4½	49½	14	8	4	44										76
13	8½	5	49½														77
3	8½	5	49½														78
14½	8½	5	49½														79
36	9	3½	48½	7	8	3½	43½										80
33	8½	4	47½	8	7½	4	42½	6	8½	4	47½						81
26	8½	4½	47½														82
46	8½	4½	47														83
17	8½	5	47½	33	7½	4	41½										84
31	8½	4	45½	2	7½	4	42½										85
29	8½	4	45½	15	7½	4	42½										86
39	9	4½	45	8	8	4	40										87
51	8	4	44														88
41	9½	4½	42½	1	8	4½	36½										89

SOUTH BEND.

10	9	4½	49½									1	12	{ 9 8½ }	62½	1
12½	9	5	54	13	9	4½	49½									2
52	9½	5	53½													3
44	9	5	50									2	9	8½	53½	4
31	9	8½	53½	17	9	4½	49½									5
43	9	5	50									6	9	8½	53½	6

WORKING HOURS AND EARNINGS OF WOMEN

SOUTH BEND—Continued.

Individual number.	Age, mem.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year.	Average weekly earnings.	Other employment.		Weeks of unemployment.
							Weeks.	Earnings.	
7	19	Single	Inspector	2½	37	\$3.92			15
8	20	do.	Operator	1½	51	6.00			1
9	35	do.	do.	10½	51	8.75			1
10	19	do.	Seamer, union suits	2	49	8.79			3
11	24	do.	Operator	8½	50	9.36			2
12	32	do.	Yoke ruffler	10½	48	10.64			4
13	39	do.	Operator	12½	49½	11.25			2½
14	23	do.	Sleeve operator	4	49	9.15			3
15	18	do.	Operator	2	49	6.89			3
16	16	do.	Turner	2½	52	6.05			
17	28	do.	Neck band operator	7	48	10.25			4
18	32	Married	Yoke ruffler	10	22	10.50			30
19	23	Single	Operator	2	47½	7.30			½
20	23	do.	do.	9	52	8.00			
21	23	do.	Collar machine operator	2½	49	8.87			3
22	19	do.	Buttonhole maker	1½	52	8.50			
23	15	do.	Thread cutter	½	5	1.50			47
24	24	do.	Collar-machine operator	6½	48½	6.00			3½
25	20	do.	Buttonhole maker	5	51½	6.93			½
26	20	do.	Inspector	5½	51½	6.83			½
27	29	do.	Operator	10	48	6.77			4
28	23	do.	do.	2	46½	6.75			5½
29	55	Married	Inspector	½	33	6.51	5½	(1)	13½
30	20	Single	Operator	2½	46	6.41			6
31	17	do.	Inspector	2	51	6.00			1
32	19	do.	Buttonhole maker	5	46	6.00			6
33	19	do.	Operator	5	50½	5.76			1½
34	20	do.	Facer	4½	17½	5.75			34½
35	24	do.	Bander	8	46	5.71			6
36	18	do.	Operator	2½	50	5.68			2
37	25	do.	Collar maker	9	36½	5.50			15½
38	16	do.	Operator, gloves	2	47	5.00			5
39	16	do.	do.	14½	4.75				37½
40	16	do.	Buttonhole maker	2½	51½	3.98			½
41	16	do.	Operator, gloves	½	42	4.74			10
42	14	do.	do.	½	16½	3.82			35½
43	14	do.	do.	½	15½	2.88			36½
44	16	do.	Inspector	1½	24½	3.72			27½
45	15	do.	do.	½	36	3.24			16
46	15	do.	do.	½	15½	3.00			36½
47	17	do.	do.	2	50	4.75			2
48	18	do.	Charger-out	1	36	4.50	13	\$78.00	3
49	21	do.	Operator	½	33	4.27	15	52.50	4
50	16	do.	Work distributor	2½	51½	4.16			½
51	16	do.	Collar fixer	2	52	4.00			
52	19	do.	Boxer, shirts	3½	46	4.00			6
53	20	do.	Work distributor	3½	49½	5.89			2½
54	19	do.	Charger-out	5	51	6.92			1
55	33	Married	Bander, shirts	16½	43½	9.63			8½
56	53	Widowed	Shirt sewer	10	35	6.83	8	(1)	9
57	24	Single	Repairer	10	52	7.08			
58	35	do.	Forewoman	16	52	9.86			
59	25	do.	do.	9	51	11.00			1
60	44	Widowed	do.	20	48½	12.00			3½
61	37	Single	do.	4	50	13.00			2
62	23	do.	Front maker	5	49½	6.50			24
63	43	Widowed	Hemmer	10	45	7.46			7
64	22	Single	Body ironer	6	52	7.25			
65	20	do.	Button sewer	3	52	7.00			
66	20	do.	Operator	6	52	7.43			
67	25	do.	do.	11	49	7.50			3
68	18	do.	Finisher	½	38½	7.25	13	65.00	½

1 Not reported.

WORKING HOURS AND EARNINGS OF WOMEN

SOUTH BEND—Concluded.

Individual number.	Age.	Conjugal condition.	Occupation.	Years of experience in present industry.	Weeks employed during year.	Average weekly earnings.	Other employment.		Weeks of unemployment.
							Weeks.	Earnings.	
69	19	Single	Inspector	3	52	\$7.00			
70	25	do	Operator	9	47 ¹	7.00			4 ¹
71	24	do	do	9	50 ¹	8.80			1 ¹
72	21	do	Hemmer	4	52	8.46			
73	24	do	do	9	48	8.94			4
74	18	do	Button sewer	¹ / ₂	16	9.00	35	\$255.00	1
75	19	do	Buttonhole maker	2 ¹ / ₂	50	9.08			2
76	21	do	Hemmer	5	52	9.26			
77	23	do	Sleeve runner	8	47	10.30			5
78	24	do	Buttonhole maker	8	49 ¹	8.85			2 ¹
79	16	do	Operator, gloves	2	48 ¹	7.69			3 ¹
80	17	do	Presser, shirts	¹ / ₂	10 ¹ / ₂	5.00	18	¹ / ₂ 112.50	23 ¹ / ₂
81	16	do	do	¹ / ₂	29	7.00	20	80.00	3
82	18	do	Button sewer	¹ / ₂	37	4.07	14	70.00	1
83	16	do	Inspector, shirts	¹ / ₂	41 ¹ / ₂	3.42	4	12.00	6 ¹ / ₂
84	44	Divorced	Bander, shirts	18	47 ¹	10.00			4 ¹ / ₂
85	33	Married	Sleeve runner, shirts	8	17 ¹ / ₂	5.00			34 ¹ / ₂

¹ Received in addition two meals a day.

SOUTH BEND—Concluded.

[illegible]

APPENDIX.

HOURS AND EARNINGS OF WOMEN IN 38 INDIANA INDUSTRIES, AS REPORTED BY EMPLOYERS TO THE INDIANA COMMISSION ON WORKING WOMEN.

The data forming the basis of this report on the hours and earnings of women employed in 38 Indiana industries were collected by the Indiana Commission on Working Women through correspondence with employers. Owing to the limitation of resources, the commission could not employ agents to make personal visits upon either employers or employees, nor would the resources even permit of correspondence with a sufficiently large number of individuals to secure a satisfactory body of information owing to the difficulty and expense of obtaining correct addresses as well as to the cost of clerical work and stenography involved in such correspondence.

Inasmuch as the investigation undertaken by the United States Bureau of Labor Statistics and the United States Commission on Industrial Relations included personal visits by agents to both employers and employees in the two industries, the Indiana Commission on Working Women decided that its work would be most effective if it concentrated such resources as it had upon the correspondence with employers, depending upon the data furnished by the Federal agencies and upon the public hearings,¹ as the most resultful method of securing adequate information from individual wage-earning women.

Because the schedules were distributed and collected at the same time that the investigations into the stores and garment factories were being made by the Federal agencies named, and also because the data requested on such schedules covered the same period of time, the United States Bureau of Labor Statistics prints the summaries of the correspondence schedules in this Bulletin at the request of the Indiana commission in order that the material secured by the commission independently might appear in close connection with the results of the investigation into the stores and the garment trades.

Of the 257 schedules submitted by the employers to the Indiana commission and turned over to this Bureau for tabulation and summarization, 68 were not used—54 because the data were insufficient or incapable of tabulation, and 14 because they were received

¹ The Indiana Commission on Working Women is charged by the law with the duty of holding public hearings in at least 10 cities of the State.

from employers too late to be included in the statistical computations. Of the remaining 189, all gave information as to working hours, though some were deficient in minor particulars. One hundred and twenty-nine of the 189 firms submitted available information concerning earnings.

These 189 firms, covering 38 industries, employed 11,186 women and girls. The last Census of Manufacturers¹ reports an average of approximately 23,000 women engaged in manufacturing industries in Indiana. About 6,500 of these are employed in the garment factories which were investigated by the Federal agencies named. The 11,000 women employed by the 189 firms submitting available schedules constitute therefore about 66.7 per cent of the 16,500 women employed in all other manufacturing industries according to the Census of Manufactures.

Twenty-nine of the 38 industries, represented by from 2 to 29 establishments, have been separately listed in the following tables. The other 9, represented by 12 establishments and employing but 449 women, are combined under the classification of "miscellaneous." The footnote to the table indicates just what was included under this head.

The industries employing the largest number of women are the confectionery, bakery products, electrical supplies and apparatus, woolen goods, paper boxes, cotton textiles, chains, nuts and bolts, files and castings, pharmaceutical supplies, glass and glassware, cigars and tobacco, and hosiery and knit goods. Each of these industries employs over 400 women, cigars and tobacco and hosiery and knit goods each employing over 1,900 women.

WORKING HOURS.

Briefly summarized the following table shows that over half of the 189 establishments report weekly working hours of under 55 for the major part of the year. These firms employ less than a third of the women at work in the 38 industries. Nearly 27 per cent of the firms, employing 12.3 per cent of the women, report an overtime period. The prevailing hours during this period for 25 of the 50 establishments reporting overtime were from 55 to 64 and a fraction per week. (Though this table shows the hours by groups, it is of interest to know that the majority of the establishments affected by these groups were working either a straight 55 or 60 hour schedule.) The 25 establishments reporting these hours employed more than half of the 1,333 women at work in the 50 establishments reporting an overtime period.

¹ Volume IX, page 307.

No attempt has been made to state the exact duration of the seasons (except for the overtime hours) as the reports of the establishments in many cases were not exact in this particular, often reporting seasons in such general terms as "a greater part of the year," "a few weeks," "during the summer," etc.

Normal Season.

A more detailed study of the table below will show that all of the 189 firms report a normal season—i. e., a period when business was neither sharply busy nor markedly dull; that the hours during this period, for 54 per cent of the establishments, were under 55; and that these establishments employed approximately 28 per cent of all the women workers. It shows that over half of the women were employed in nearly one-third of the establishments where the hours during the normal season ranged from 55 to 59 and a fraction. The maximum hours for this season were under 65; the minimum 42.

Dull Season.

Forty-nine or a little more than a fourth of the firms, employing 28 per cent of the women, reported a dull season during which, as might be expected, the proportion of firms and individuals affected by working hours under 55 was increased, two-thirds of the firms which reported dull season and 40.6 per cent of the women employed by such firms working under 55 hours per week.

Overtime Season.¹

Only about 27 per cent of the firms, employing 12.3 per cent of the women workers, reported an "overtime season." The effect of the increased business is evident in the complete disappearance from the table of the 48 or less than 48 hour schedule during the overtime season. Furthermore, only 8 per cent of the 50 firms reporting such a season worked under 55 hours a week, and these firms employed but 5.2 per cent of the 1,333 women affected by the overtime period. The maximum working hours for this season were 75½ a week, reported by one firm employing 40 women.

¹ It was not possible to separate overtime hours, as reported by employers, from the regular busy season hours, the replies frequently treating overtime and busy season hours as the same.

TABLE 74.—SUMMARY OF WORKING HOURS OF WOMEN EMPLOYED IN 38 INDUSTRIES IN INDIANA.

[The laws of Indiana limit the hours of children to 48 per week and 8 per day, unless the consent of the parents is secured. Girls who were working in establishments reporting prevailing hours of more than 48 have been excluded from the number working specified hours in the normal season.]

Average weekly hours.	Normal season.				Dull season.				Overtime season.			
	Establishments reporting.		Women affected.		Establishments reporting.		Women affected.		Establishments reporting.		Women affected.	
	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.
42 to 48.....	47	24.9	819	7.4	18	36.8	520	17.0	.....	.....	.....	.....
Over 48 and under 55.....	55	29.1	2,294	20.9	15	30.6	720	23.6	4	8.0	69	5.2
Over 55 and under 60.....	60	31.7	6,245	56.9	13	26.5	1,792	58.8	8	16.0	285	21.4
Over 60 and under 65.....	27	14.3	1,624	14.8	3	6.1	18	.6	17	34.0	449	33.7
Over 65 and under 70.....	.....	.....	.....	.....	.....	.....	.....	.....	7	14.0	195	14.6
Over 70 and under 75.....	.....	.....	.....	.....	.....	.....	.....	.....	2	4.0	58	4.3
75½.....	.....	.....	.....	.....	.....	.....	.....	.....	1	2.0	40	3.0
Not reported.....	.....	.....	.....	.....	.....	.....	.....	.....	11	22.0	237	17.8
Total.....	189	100.0	10,982	100.0	49	26.3	3,050	28.1	50	26.9	1,333	12.3

¹ One establishment employing 150 women did not report the number working overtime hours.

Working Hours, by Industries.

The foregoing table shows the working hours for the 38 industries collectively. It does not show what hours prevail in any given industry. The hours, which on the preceding table are shown to effect a minority of all the women employed in the 38 industries, might nevertheless be the prevailing hours in a single industry which employed more women than any other of the 38.

The table below shows the working hours which prevail in each industry in the normal, dull, and overtime seasons. The hours here set forth are (1) the regular hours which affected the greatest number of women; (2) the shortest regular hours and the longest regular hours reported in each industry, together with the number of establishments and women concerned; (3) the weekly hours affecting the greatest number during the dull season; (4) the maximum duration of the overtime season in each industry, the hours affecting the greatest number, and the maximum weekly hours.

The significance of this table lies in the fact that the hours entered thereon affect not less than half of all the women workers in any industry separately listed, and more than three-fourths of the women in all the 38 industries. With the exception of three of the industries separately listed, more than half of all the establishments in each industry are affected by the hours shown on the table, the total number so affected being approximately three-fourths of all the 189 firms reporting. The three exceptions, aside from the nine industries classed as miscellaneous ¹ and employing but 449 women altogether,

¹ Industries represented by one establishment only or employing fewer than 25 women, were not separately listed.

were those manufacturing glassware, cigars and tobacco, and the manufacturing establishments where women were reported as working in the office only.

In the manufacture of glass and glassware three of the seven firms had their running hours shown on the table. A third of the 15 cigar and tobacco firms (employing, however, an overwhelming majority of the women workers) were affected by the hours shown, as were also 5 of the 14 firms employing women in the office only. It should be noted also that 5 of the 12 establishments representing the nine industries classed as miscellaneous were running the hours shown on the table.

This summary by industries, therefore, shows with no important exceptions, what hours were worked by the majority of establishments employing a majority of the women in each industry.

The striking features of the table are:

1. The regular weekly hours affecting the greatest number of women during the normal season range from 42 in the telephone industry to 60 in the establishments manufacturing woolen or cotton textiles, in those manufacturing furniture, and in the glass and glassware factories.

2. That 4,700 women, constituting a majority of those listed in this section of the table, were working from 55 to 59 and a fraction hours a week; but over 3,200 of these were in 6 establishments, representing but two industries, viz, cigars and tobacco, and hosiery and knit goods.

3. That the weekly hours which affected the greatest number of women during the normal season in 14 of the 29 industries separately listed, and in at least one of those classed as miscellaneous, are under 55. Though constituting half of the industries, these industries employed, all told, fewer than 3,000 women, and approximately 1,800 of the 3,000 worked these hours.

4. That the maximum regular hours shown on the table for the normal season were 60, barring the night shift in the telephone service, and are reported by 14 of the 29 industries separately listed and by at least one of those classed as miscellaneous. Only 1,600 women, approximately, are affected by these hours.

5. That 122 of the firms, representing all but three of the industries separately listed, and 9 of the 12 establishments classed together as miscellaneous, reported one short day in the week. This is important in interpreting correctly the distributing of the usual weekly hours. For example: A 54-hour week would not mean a 9-hour day if there was one short day in the week.

6. That overtime was reported in 20 of the industries separately listed and in at least one of the industries classed as miscellaneous, though only 50 of the 189 firms were involved in the overtime work.

The longest hours worked during this overtime period were 73 a week and 14 a day.

TABLE 75.—WORKING HOURS OF WOMEN IN 38 INDUSTRIES IN INDIANA.

Industries.	Estab-lishments reporting.	Women em-ployed.		Regular hours.						
				Normal season.						
				Hours affecting greatest number of women.			Minimum hours.			
				Week-ly.	Estab-lishments running on sched-ule.	Women affect-ed.	Daily. ¹	Week-ly.	Estab-lishments running on sched-ule.	Women affect-ed.
Confectionery and bakery products...	10	430	94	59	2	150	9	52½	1	16
Electric apparatus and supplies.....	8	703	347	55	3	626	8½	47½	1	15
Woolen goods.....	4	632	463	60	3	550	10½	58½	1	69
Printing and publishing.....	29	224	28	48	15	147	8	42	1	4
Musical instruments.....	4	39	20	48	1	20	8	48	1	20
Telephone service companies.....	3	173	74	42	2	92	(*)	42	2	92
Paper boxes.....	7	438	187	56	1	187	9	50	1	56
Cotton textiles.....	4	597	180	60	2	300	9	53	1	94
Tin plate and cans.....	3	268	150	55	1	150	9	50	1	58
Chains, bolts, nuts, files, castings, etc..	8	451	120	55	2	127	9½	52½	1	120
Pharmaceuticals.....	5	494	350	52½	1	350	8	48	2	96
Millinery.....	3	179	76	53	3	146	8	44	1	19
Miscellaneous indus-tries *.....	12	449	175	54	2	182	9	50	1	35
Bags, paper and bur-lap.....	3	282	200	54	1	200	9½	54	1	200
Vehicles.....	10	144	60	50	5	96	8	45	1	5
Paper.....	5	152	60	54	2	62	9	54	2	62
Furniture.....	2	25	17	60	2	25	10	60	2	25
Undertakers' sup-plies.....	4	38	18	56½	1	18	9½	54	1	4
Glass and glassware.....	7	424	180	60	2	260	8½	51	1	9
Enamelled and stamped ware.....	2	226	196	53	1	196	9	53	1	196
Baskets.....	4	152	70	58½	1	70	9	50	1	22
Mattresses and springs.....	6	58	23	50	1	23	8	44	1	3
Cigars and tobacco.....	15	1,921	1,377	58	2	1,487	8	44	3	97
Hosiery and knit goods.....	5	1,916	1,313	55	4	1,731	10	55	4	1,731
Clerical work in manufacturing estab-lishments.....	14	248	114	46½	3	123	7½	43	1	
Coffee, spices, and miscellaneous gro-ceries.....	4	49	14	54	2	23	9	50	1	12
Insulated wire and rubber.....	2	77	52	55½	1	52	10	55	1	25
Tile.....	2	202	102	55	1	102	(*)	50	1	100
Pottery.....	2	61	57	53	1	57	7½	46	1	4
Agricultural imple-ments.....	2	134	122	45	1	112	8	45	1	112

¹ Daily hours here reported are those occurring in the establishments reporting the specified minimum and maximum weekly hours.

² In 1 establishment, 6 hours per day for 7 days; in the other, 9 and 5 hours per day, alternating, for 6 days.

³ Includes mica, asbestos, watch movements, table silverware, polish, brooms, hames, wooden boxes, baby carriages, and children's vehicles.

⁴ Not reported.

TABLE 75.—WORKING HOURS OF WOMEN IN 38 INDUSTRIES IN INDIANA—Concluded.

Industries.	Regular hours.						Overtime season.					
	Normal season.					Dull season.		Establishments reporting.	Maximum duration in weeks.	Hours affecting greatest number of women.	Maximum hours.	
	Maximum hours.				Establishments having short day.	Establishments reporting.	Hours affecting greatest number of women.				Daily.	Weekly.
	Daily. ¹	Weekly.	Establishments running on schedule.	Women affected.								
Confectionery and bakery products...	10	60	3	148	7	4	50	6	21	73	14	73
Electric apparatus and supplies.....	10	60	1	4	6	3	59	3	13	62½	12½	71½
Woolen goods.....	(²)	60	3	550	3	—	—	2	7	70	13½	70
Printing and publishing.....	10	60	1	5	18	7	48	10	37	61½	12	68½
Musical instruments.	10	60	1	6	—	1	60	1	6	68½	13	68½
Telephone service companies.....	9	* 63	1	46	—	—	—	2	* 52	64	(³)	68
Paper boxes.....	10½	60	4	117	4	3	55	4	10	60	12½	67½
Cotton textiles.....	(⁴)	60	2	300	4	—	—	1	2	66½	14	66½
Tin plate and cans.....	10	60	1	60	2	1	45	2	* 13	64	13	64
Chains, bolts, nuts, files, castings, etc.	10	60	2	88	6	2	50	1	4	63½	12½	63½
Pharmaceuticals.....	10	58	1	16	3	1	50½	2	12	(⁷) 60½	11	63
Millinery.....	9	53	3	146	3	3	44	3	17	60½	11½	62½
Miscellaneous industries ⁸	(⁹)	60	2	28	9	5	55	2	13	60	10½	62
Bags, paper and bur-lap.....	10	55	2	79	3	1	55	1	(¹⁰)	61	13	61
Vehicles.....	10½	60	1	5	8	4	45	3	30	59	10	60
Paper.....	10	60	2	30	1	—	—	1	(¹¹)	—	—	—
Furniture.....	10	60	2	25	—	2	48	—	—	—	—	—
Undertakers' supplies.....	10	60	1	3	3	1	53	2	26	60	10	* 60
Glass and glassware.	10	60	2	260	4	1	55	1	8	(¹⁰)	—	—
Enameled and stamped ware.....	10	59	1	30	2	1	45	—	—	—	—	—
Baskets.....	10	59	1	18	4	—	—	—	—	—	—	—
Mattresses and springs.....	10	59	1	15	5	2	50	1	12	52½	9½	52½
Cigars and tobacco.....	10	58	2	1,487	15	4	* 55	—	—	—	—	—
Hosiery and knit goods.....	10½	58	1	93	5	1	58	1	25	58	10½	58
Clerical work in manufacturing establishments.....	9½	57	1	4	9	1	46½	—	—	—	—	—
Coffee, spices, and miscellaneous groceries.....	9½	56	1	14	1	—	—	1	12	52½	9½	52½
Insulated wire and rubber.....	10	55½	1	52	2	—	—	—	—	—	—	—
Tile.....	10	55	1	102	* 1	1	45	—	—	—	—	—
Pottery.....	9	53	1	57	1	—	—	—	—	—	—	—
Agricultural imple-ments.....	9	50	1	12	2	—	—	—	—	—	—	—

¹ Daily hours here reported are those occurring in the establishments reporting the specified minimum and maximum weekly hours.

² Hours were 10, 10½, and 10½, respectively, for the 3 establishments.

³ Hours for night shift.

⁴ Overtime occurs throughout year, but affects only a few at a time and does not fall continuously on same girls.

⁵ One establishment did not report.

⁶ Hours were 10½ and 10½, respectively, for the 2 establishments.

⁷ One establishment worked 3 hours overtime for 12 nights, the number of nights per week not being reported.

⁸ Includes mica, asbestos, watch movements, table silverware, polish, brooms, hames, wooden boxes, baby carriages, and children's vehicles.

⁹ Hours were 10 and 10½, respectively, for the 2 establishments.

¹⁰ Not reported.

¹¹ Total overtime for 40 women during year was 1,483 hours, but the number of hours per night or per week was not reported.

EARNINGS.

The 131 establishments reporting average weekly earnings in a form permitting of statistical treatment employed 62 per cent of the total number of women employed by the 189 firms. They represent 33 of the 38 industries, the other five industries employing fewer than 500 women.

The average weekly earnings for the 6,891 women and girls during a representative week in the 33 industries were \$7.19. These earnings include the wages of nearly 200 children, as the table shows. To what extent the minors have depressed the general average earnings can easily be computed from the table. Taking out the minors and the amount they earned from the totals reveals the general average weekly earnings of adult women to be \$7.27—a difference of but 8 cents. As the earnings of the minors appear to be an insignificant factor, they may be disregarded in this discussion of the general average for all female workers. The table shows that the average earnings ranged from \$4.87 in the manufacture of undertakers' supplies, where 38 females were involved, to \$11.50 in the straw stitching branch of the millinery trade, where 50 women and girls were affected.

There is in this table nothing to indicate what the effect of lost time is on these earnings, and since the earnings include those of all women on the payroll for the specified week, they include the earnings of a number of women who did not work full time. This question was carefully treated in the report on earnings in the garment industries, and a study of the results found there (p. 76) will show that deductions there due to lost time averaged about 10 per cent. Whether or not there is more or less lost time in these industries than in the garment industry, can not be stated, but it should be noted that these industries, like the garment industry, reported the earnings for a representative week, when business was supposed to be at its normal level.

TABLE 76.—AVERAGE WEEKLY EARNINGS OF WOMEN IN 33 INDUSTRIES IN INDIANA.

Industries.	Women paid at piece rate.					Women paid at time rate.				
	Es- tab- lish- ments re- port- ing.	16 years and over.		Under 16 years.		Es- tab- lish- ments re- port- ing.	16 years and over.		Under 16 years.	
		Num- ber.	Ave- rage earn- ings.	Num- ber.	Ave- rage earn- ings.		Num- ber.	Ave- rage earn- ings.	Num- ber.	Ave- rage earn- ings.
Confectionery and bakery products.....	1	14	\$4.36	.....	.....	4	81	\$5.36	.....	.....
Electric apparatus and supplies.....	1	232	8.19	.....	.....	2	50	9.04	.....	.....
Woolen goods.....	2	54	7.56	1	\$6.00	1	25	6.02	3	\$4.02
Printing and publishing.....	2	6	5.82	.....	.....	17	166	7.57	1	4.65
Musical instruments.....	1	2	9.57	.....	.....	2	20	7.10	.....	.....
Telephone service companies.....	.....	.....	.....	.....	.....	2	142	6.04	.....	.....
Paper boxes.....	1	29	8.39	5	5.71	2	28	4.88	8	4.34
Cotton textiles.....	3	371	7.46	14	3.78	3	118	5.84	12	3.23
Tin plate and cans.....	2	112	9.23	.....	.....	2	39	8.02	.....	.....
Chains, bolts, nuts, files, castings, etc.....	4	219	6.88	4	5.64	1	13	5.86	.....	.....
Pharmaceuticals.....	2	98	8.52	.....	.....	2	75	7.42	2	3.00
Millinery, straw stitching.....	2	34	12.05	.....	.....	2	16	10.31	.....	.....
Miscellaneous ¹	2	73	10.70	.....	.....	3	10	8.48	5	6.11
Bags, paper and burlap.....	2	24	7.80	.....	.....	3	50	5.40	4	4.64
Vehicles.....	1	22	9.96	.....	.....	4	11	8.04	.....	.....
Paper.....	.....	.....	.....	.....	.....	2	47	5.73	3	4.75
Undertakers' supplies.....	.....	.....	.....	.....	.....	3	38	4.87	.....	.....
Glass and glassware.....	2	35	7.48	.....	.....	3	86	4.84	10	3.70
Enameled and stamped ware.....	2	208	7.21	8	5.73	1	6	4.97	.....	.....
Baskets.....	2	46	5.37	8	3.73	1	.....	.....	4	3.54
Mattresses and springs.....	2	27	8.01	.....	.....	3	6	7.67	.....	.....
Cigars and tobacco.....	4	1,433	7.85	.....	.....	5	232	4.05	.....	.....
Hosiery and knit goods.....	2	644	7.00	84	4.58	1	17	3.89	4	2.84
Clerical work in manufacturing estab- lishments.....	.....	.....	.....	.....	.....	25	313	10.24	.....	.....
Coffee, spices, and miscellaneous gro- ceries.....	3	29	6.78	1	4.00	2	9	7.83	.....	.....
Tile.....	2	113	6.48	.....	.....	2	57	5.90	.....	.....
Pottery.....	1	40	6.98	.....	.....	1	4	6.00	.....	.....
Total.....	46	3,865	7.69	125	4.60	99	1,659	6.78	56	3.96

¹ Includes insulated wire, watch movements, wooden boxes, asbestos, children's vehicles, silverware, and polish.

TABLE 76.—AVERAGE WEEKLY EARNINGS OF WOMEN IN 33 INDUSTRIES IN INDIANA—
Concluded.

Industries.	Women paid at piece and time rate interchangeably.			Manner of payment not reported			Total.		
	Es-tablish-ments re- port- ing.	16 years and over.		Es-tablish-ments re- port- ing.	Women 16 years and over.		Es-tablish-ments re- port- ing. ¹	Num- ber of wom- en.	Aver- age earn- ings.
		Num- ber.	Aver- age earn- ings.		Num- ber.	Aver- age earn- ings.			
Confectionery and bakery products.....	1	70	\$5.16	1	35	\$6.25	6	200	\$5.38
Electric apparatus and supplies.....	2	22	6.89	2	48	6.29	5	352	7.97
Woolen goods.....				1	62	8.41	3	145	7.57
Printing and publishing.....	1	1	13.50	2	17	12.02	20	191	7.98
Musical instruments.....							2	22	7.32
Telephone service companies.....							2	142	6.04
Paper boxes.....	1	1	5.75				2	71	6.33
Cotton textiles.....	1	5	8.43				3	520	6.91
Tin plate and cans.....	1	16	5.51				2	167	8.59
Chains, bolts, nuts, files, castings, etc.	1	42	6.25	1	87	7.53	6	365	6.91
Pharmaceuticals.....	1	174	7.09	1	22	5.15	3	371	7.40
Millinery, straw stitching.....							2	50	11.80
Miscellaneous ¹	1	1	11.65	3	121	6.68	7	210	8.04
Bags, paper and burlap.....	2	27	6.48				3	105	6.20
Vehicles.....				1	5	5.85	5	38	8.96
Paper.....							2	50	5.67
Undertakers' supplies.....							3	38	4.87
Glass and glassware.....				1	9	6.16	4	140	5.50
Enameled and stamped ware.....							2	222	7.57
Baskets.....							2	58	5.01
Mattresses and springs.....							3	33	7.95
Cigars and tobacco.....	1	108	3.98	2	101	6.19	9	1,874	7.07
Hosiery and knit goods.....	1	13	4.50	1	174	7.39	3	936	6.75
Clerical work in manufacturing estab- lishments.....							25	313	10.24
Coffee, spices, and miscellaneous gro- ceries.....							3	39	6.95
Tile.....	1	25	5.50				2	195	6.18
Pottery.....							2	44	6.89
Total.....	15	505	5.88	16	681	7.08	131	6,891	7.19

¹ This total does not always agree with the sum of the preceding columns because some establishments reported both piece and time workers.

² Includes insulated wire, watch movements, wooden boxes, asbestos, children's vehicles, silverware, and polish.

The table below shows the number of industries and establishments in which the average earnings of the women employed fell within the specified wage groups:

TABLE 77.—CLASSIFIED AVERAGE WEEKLY EARNINGS, AS SHOWN IN 33 INDIANA INDUSTRIES, WITH THE NUMBER OF ESTABLISHMENTS AND WOMEN REPRESENTED.

Average weekly earnings.	Industries report- ing.		Establishments represented.		Women repre- sented.	
	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.
\$4.00 to \$4.99.....	1	3.7	3	2.3	38	0.5
\$5.00 to \$5.99.....	4	14.8	14	10.7	448	6.5
\$6.00 to \$6.99.....	9	33.3	26	19.8	2,417	35.1
\$7.00 to \$7.99.....	8	29.7	47	35.9	3,210	46.6
\$8.00 to \$8.99.....	3	11.1	14	10.7	415	6.0
\$10.00 and over.....	2	7.4	27	20.6	363	5.3
Total.....	¹ 27	100.0	131	100.0	6,891	100.0

¹ The miscellaneous group, containing seven separate industries, has been counted as one.